

The background of the cover features a large, faint, circular seal of the Diocese of Olympia. The seal's outer ring contains the Latin text "DIOECESIS OLYMPIANA COMITATUS MDO". The central emblem depicts a bishop's mitre at the top, a shield in the middle showing a landscape with a church and a river, and a banner at the bottom with the year "1888".

JOURNAL OF THE DIOCESE OF OLYMPIA

85TH ANNUAL CONVENTION
NOVEMBER 10 & 11, 1995

JOURNAL
OF THE
85TH ANNUAL CONVENTION
OF THE
DIOCESE OF OLYMPIA



NOVEMBER 10 & 11, 1995
TACOMA, WASHINGTON

Journal of Proceedings
1995 Annual Convention
Table of Contents


Section 1: 1995 Convention Minutes

Agenda.....	9
Friday, November 10, 1995.....	12
Appointment of Convention Committees.....	13
Election of the Ecclesiastical Trial Court.....	14
Report of the Nominating Committee.....	14
Constitution and Canons Committee Report.....	16
Cathedral Chapter/Vestry Task Force Report.....	24
Resolution #1 - <i>Development of New Governance Prototype for St. Mark's Cathedral</i>	25
Bishop's Cross Presentation - Sam Beall	25
Report of the Committee on Human Sexuality.....	26
Resolution #2 - <i>Continuing the Dialogue on Human Sexuality</i>	27
Resolution #3 - <i>Statement of Koinonia in support and recognition of differing sexual orientations</i>	27
Report of the Tellers - First Ballot.....	29
Resolution #4 - <i>Adoption of Policy Clarification on Homosexuality</i>	30
Resolution #5 - <i>Unity in the Diocese</i>	32
Recognition of New Clergy and Staff.....	33
Resolution #6 - <i>Renewal Activities</i>	34
Resolution #7 - <i>Thanksgiving Day Offering</i>	35
Report on Companion Diocese Relationship.....	36
Resolution #13 - <i>Companion Diocese</i>	36
Bishop's Cross Presentation - Marie Fuller	37
Saturday, November 11, 1995 - Convention Reconvenes.....	38
Report of the Tellers - Second Ballot.....	38
Capital Campaign Presentation.....	39
Resolution #8 - <i>Capital Campaign</i>	40
Treasurer's Report.....	41
Insurance Committee Report.....	42
Bishop's Cross Presentation - Tom Barton	43
Bishop's Cross Presentation - Judy Wagner	44
Recognition of Youth Presence at Convention.....	44
Project '96 Task Force Report.....	45
Resolution #10 - <i>Diocesan Structure</i>	46
Resolutions in Response to the Bishop's Address #15, #16, #17, & #18.....	46
Report of the Tellers - Third Ballot.....	49
Report of the Tellers - Fourth Ballot.....	50
Elections ReCap.....	51
Report of the Racism Task Force.....	52
Resolution #12 - <i>Appointment of standing Committee on Racism</i>	52

Bishop's Cross Presentations - <i>Bill & Ethel Hadley</i>	53
Personnel Committee Report.....	54
Resolution #9 - <i>Personnel Handbook</i>	55
Resolution #11 - <i>1997 Diocesan Assessment Rate Factor</i>	55
Resolution #14 - <i>Courtesy Resolutions</i>	56
Governing Bodies Reports.....	58
Adjournment.....	60
 <i>Section 2: Bishop's Address to the 1995 Convention</i>	 63
 <i>Section 3: 1995 Reports to Convention</i>	
Assisting Bishop Proposal.....	75
Board of Directors.....	77
Capital Campaign.....	78
Cathedral Chapter.....	79
Companion Diocese Task Force.....	81
Congregations, Commission for.....	83
Convention Committees.....	86
Diocesan Council.....	88
Episcopal Charities Appeal Committee.....	90
Episcopal Retirement Homes of Western Washington.....	91
Faith Development Commission.....	91
Hispanic Ministries.....	93
Ministry, Commission on.....	94
Nominations Committee.....	95
Office of the Bishop.....	107
Personnel, Commission on.....	109
Planned Giving Committee.....	129
Privilege, Committee on.....	129
Standing Committee.....	131
Stewardship and Development Commission.....	133
Stewardship Education Committee.....	133
 <i>Section 4: Leadership Lists</i>	
Diocesan Clergy in Canonical Order.....	137
Delegates & Alternates to the 1995 Convention.....	140
Officers of Convention.....	148
Board of Directors, Diocese of Olympia, Inc.....	148
Standing Committee.....	149
Diocesan Council.....	149
Bishop's Office Staff.....	150
Commissions.....	151
Committees.....	152
Congregations of the Diocese of Olympia.....	156

Section 5: 1994 Audit and Statistics

Balance Sheet.....	159
Operating Fund.....	166
Building Loan, Mission Development and Real Estate Funds.....	179
Trust Accounts.....	187
Diocesan Investment Fund (DIF).....	194
Statistics - Vital Statistics.....	204
Statistics - Financial Statistics.....	208



Digitized by the Internet Archive
in 2022 with funding from
Kahle/Austin Foundation

SECTION I

1995
*Convention
Minutes*

Diocese of Olympia
85th Annual Convention

Agenda
"Building Our Partnership For Mission"

Friday, November 10, 1995

7:00-8:30 a.m. Registration & Certification
 7:30 a.m. Orientation for new Delegates

8:30 a.m.

- | | |
|--|---|
| 1. Opening Hymn | Liturgy & Music Committee |
| 2. Call to Order | The Rt. Reverend Vincent W. Warner |
| 3. Host Parish Greetings | The Reverend Curt Zimmerman & Patty Smith |
| 4. Certification of Quorum | The Reverend John Schaeffer |
| 5. Declaration Convention Organized for Business | Bishop Warner |
| 6. Report of the Committee on Dispatch of Business | Phyllis Gill |
| 7. Nomination & Election of Secretary | Carol Teays |
| 8. Appointment of Assistant Secretaries | Secretary of Convention |
| 9. Appointment of Chancellor & Vice-Chancellor | Bishop Warner |
| 10. Report of the Committee on-Privilege | The Reverend Bill Burnett |
| 11. Appointment of Convention Committees | Bishop Warner |
| 12. Election of the Ecclesiastical Trial Court | Bishop Warner |
| 13. Hymn | Liturgy & Music Committee |
| 14. Consecration of the Altar | Bishop Warner |

9:00 a.m.

- | | |
|--|-------------------------------------|
| 15. Celebration of the Holy Eucharist* | Celebrant & Preacher: Bishop Warner |
| *Includes the Bishop's Address | |

Break

10:45 a.m.

- | | |
|--|---|
| 16. Presentation - Hispanic Ministries | St. David's, Shelton & St. James, Sedro-Woolley |
| 17. Report of the Nominating Committee | Carol Teays |
| 18. Constitution & Canons Report | Douglas Oles |
| 19. Capital Campaign Recognition | Bishop Warner |
| 20. Noonday Prayers | Scott Crawford, St. Clare's, Snoqualmie |
| 21. First Ballot | |

Lunch

1:15 p.m.

- | | |
|--|---------------------------|
| 22. Convention Reconvenes - Hymn | Liturgy & Music Committee |
| 23. Cathedral Chapter/Vestry Task Force Report | Mac Brown |
| Resolution #1 | |
| 24. Report of the First Ballot | |

- | | | |
|-----|--|----------------------------|
| 25. | Bishop's Cross Presentation | |
| 26. | Report of the Committee on Human Sexuality | Committee Members |
| 27. | Report of the Resolutions Committee | The Reverend Don Goodheart |
| | Resolutions #2, #3, #4, & #5 | |
| 28. | Second Ballot | |

Break

3:30 p.m.

- | | | |
|-----|--|---|
| 29. | Presentation - Chinese Ministry | Holy Apostles |
| 30. | Recognition of New Clergy & Staff | Bishop Warner |
| 31. | Report of the Resolutions Committee | The Reverend Don Goodheart |
| | Resolutions #6 & #7 | |
| 32. | Report of the Second Ballot | |
| 33. | Report on the Companion Diocese Relationship | The Reverend William Burnett &
Janet McCully |
| | Resolution #13 | |
| 34. | Bishop's Cross Presentation | |
| 35. | Order of Worship for the Evening | Liz Sundby, St. James', Kent |
| 36. | Third Ballot | |

5:00 p.m. Convention Recesses

6:00 p.m. Social Hour

7:00 p.m. Banquet

Saturday, November 11, 1995

8:00 a.m.

- | | | |
|-----|-----------------------------------|--|
| 37. | Celebration of the Holy Eucharist | Celebrant: The Rev. Richard Younge
Homilist: Sam S.H. Lee |
|-----|-----------------------------------|--|

9:00 a.m.

- | | | |
|-----|---|----------------------------|
| 38. | Report of the Third Ballot | |
| 39. | Capital Campaign Presentation | Andy Pringle & |
| | Resolution #8 | The Reverend John Lambert |
| 40. | Resolutions in response to the Bishop's Address | The Reverend Don Goodheart |
| 41. | Treasurer's Report | Denny Bacon |
| 42. | Insurance Committee Report | Bill Meacham |
| 43. | Bishop's Cross Presentation | |
| 44. | Fourth Ballot | |

Break

10:50 a.m.

- | | | |
|-----|-------------------------------------|---|
| 45. | Presentation - Cambodian Ministries | Holy Family, Tacoma &
St. John's, Olympia |
| 46. | Project '96 Task Force Report | Members of the Task Force |
| | Resolution #10 | |
| 47. | Governing Bodies Reports | Betsy Greenman, Barbara Fox,
The Reverend Curt Zimmerman,
The Reverend Hollis Williams &
The Reverend Allan Parker |

- 48. Recognition of retiring Governing Bodies Members Bishop Warner
- 49. Report of the Fourth Ballot
- 50. Noonday Prayers
- 51. Fifth Ballot

Lunch

- 52. Hymn Liturgy & Music Committee
- 53. Report of the Fifth Ballot
- 54. Report of the Racism Task Force Shirley Noble-Wingert
Resolution #12
- 55. Bishop's Cross Presentations
- 56. Report of the Resolutions Committee The Reverend Don Goodheart
Resolutions #11 & #14
- 57. Personnel Committee Report The Reverend Donald Mackay III
Resolution #9
- 58. Commissioning of Governing Bodies Bishop Warner & Provost Porter
- 59. An Order for the Blessing of Travelers Bishop Warner
- 60. Closing Hymn Liturgy & Music Committee

3:00 p.m. Adjournment

Minutes of the 85th Annual Convention of the Diocese of Olympia
Sheraton Convention Center, Tacoma
November 10-11, 1995

Friday, November 10, 1995

1. *Convention Opening*

Convention opened with a prayer by the Right Reverend Vincent W. Warner and the singing of a hymn.

2. *Call to Order*

The 85th Convention of the Diocese of Olympia was called to order by the Right Reverend Vincent W. Warner, Bishop of Olympia.

3. *Host Parish Greetings*

The Reverend Curt Zimmerman, Bill Gill and Patty Smith representing Christ Church, Tacoma, our Host Parish for the 85th Convention, welcomed those gathered. Bill Gill announced that the Fish Food Banks, Tacoma would be the focus for outreach during the 85th Convention.

4. *Certification of Quorum*

The Reverend John Schaeffer, Secretary of Convention, declared he had satisfactory evidence that a canonical quorum in both orders was present and asked for a motion from the floor to dispense with the reading of all names. Motion moved, seconded and PASSED.

5. *Declaration Convention Organized for Business*

Bishop Warner declared the 85th Convention of the Diocese of Olympia organized for business.

6. *Report of the Committee on Dispatch of Business*

Bishop Warner recognized Mrs. Phyllis Gill, Chair of Dispatch of Business, who moved Dispatch of Business document 95/A/12 for acceptance; seconded and PASSED. The Rules of Order for Convention, document 95/A/2 and 95/A/9, Information on Motions, were reviewed.

7. *Nomination and Election of Secretary*

Bishop Warner recognized Carol Teays, Chair of the Committee on Nominations, who placed the name of the Reverend John Schaeffer in nomination for Secretary of Convention. Moved, seconded and PASSED to close the nominations. Motion was moved, seconded and PASSED, the Reverend John Schaeffer elected Secretary of Convention.

8. Appointment of Assistant Secretaries

The Reverend John Schaeffer requested the approval by Convention of the appointment of Dede Dunn, permanent Assistant Secretary of Convention, and Kelly Anderson, Diane Wells, Kathy Hamilton and Barbara Brower, assistant secretaries for the current Convention. Appointments were APPROVED by a show of green cards.

9. Appointment of Chancellor and Vice-Chancellor

Bishop Warner appointed the Honorable Donald Mullins, Esq., Chancellor of the Diocese of Olympia, and the Honorable Duncan Bayne, Esq., Vice-Chancellor of the Diocese of Olympia. Both appointments were APPROVED by the show of green cards.

10. Report of the Committee on Privilege

Bishop Warner recognized the Reverend William Burnett, Chair of the Committee on Privilege, to present the report on the granting of Privilege of Convention (seat and voice). Document 95/A/13 was submitted for approval with the addition of Jane Turnbull, Parliamentarian to the 85th Diocesan Convention. Moved, seconded that the Report of the Committee on Privilege be approved as amended. PASSED. (See Section 3, page 129 for complete report.)

Bishop Warner introduced Jane Turnbull, Parliamentarian for the 85th Diocesan Convention.

11. Appointment of Convention Committees

Bishop Warner appointed the Convention Committees and Commissions by reference to document 95/A/14 with the request that Convention approve the appointments as presented and in place. Convention APPROVED the appointments. (See Section 3, page 86 for complete report.)

Commission on Ministry: Convention APPROVED the following new members to the Commission on Ministry:

The Reverend Robert Bethea, St. Francis' Church, Mill Creek
Mrs. Phyllis Gill, Christ Church, Tacoma

Board of Directors: Convention APPROVED the following new members to the Board of Directors:

Mrs. Macon Lee (Mimi) Howard, St. Mark's Cathedral, Seattle (three year term)
Mr. Bill Goodenough, Church of the Ascension, Seattle (three year term)
The Reverend Hollis Williams, Trinity Church, Everett (reappointed - three year term)
Ms. Judith Yeakel, St. Augustine's-in-the-Woods, Freeland (reappointed - one year term)

12. Election of the Ecclesiastical Trial Court

Convention APPROVED the following members of the Ecclesiastical Trial Court:

The Honorable George Revelle, St. Mark's Cathedral, Seattle

The Honorable Eugene Wright, St. Stephen's, Seattle

Ms. Catherine Roach

The Reverend Stanley Fowler, St. Andrew's, Seattle

The Reverend Kent McCulloch, St. Mary's, Tacoma

The Reverend Frederick McLaughlan, St. Thomas, Medina

13. Hymn #460

14. Consecration of the Altar

The Altar to be used for the 85th Diocesan Convention was consecrated by Bishop Warner, accompanied by Elders of our Diocese. A song was offered by the Reverend Ralph Stewart.

15. Celebration of the Holy Eucharist

Celebrant and Preacher: Bishop Warner

The Bishop's Address was given within the context of the Celebration of the Holy Eucharist. *(Text of the Bishop's Address can be found in Section 2, page 63 of this Journal.)*

16. Presentation - Hispanic Ministries

Members of St. David's, Shelton and St. James', Sedro-Woolley, representing Hispanic ministries, made a presentation to the Convention combining music and prayer. *(A report on Hispanic Ministries can be found in Section 3, page 93 of this Journal.)*

17. Report of the Committee on Nominations

Bishop Warner called on the Committee Chair, Mrs. Carol Teays, to present the report of the Committee on Nominations. Mrs. Teays put forward the following names as nominees *(a complete report on nominees, including biographical information and answers to pre-convention questions can be found in document 95/B/6 and 95/B/7 in Section 3, beginning on page 95 of this Journal).*

Nominations for the Diocesan Council:

Clerical Order (Vote for One)

The Reverend Michael Carr, St. Andrew's, Port Angeles

The Reverend Stephen E. Moore, St. John the Baptist, Seattle

Lay Order (Vote for Two)

William J. Duchie, St. Luke's, Vancouver

Robert Graham, St. Thomas, Medina

Susan Kirschner, Church of the Holy Spirit, Vashon Island

Jack Lyons, St. Andrew's, Port Angeles

Receiving no further nominations from the floor the Bishop declared the nominations closed. A ballot was requested to be prepared.

Nominations for the Standing Committee:**Clerical Order (Vote for One)**

The Reverend Norman S. Johns, St. Charles', Poulsbo

The Reverend Charles D. Ridge, Church of the Ascension, Seattle

The Reverend Joseph Tiernan, St. Barnabas', Bainbridge Island

~~*The Reverend Canon Curtis R. Zimmerman, Christ Church, Tacoma*~~

The Reverend Canon Curtis Zimmerman requested that his name be withdrawn from the slate of candidates.

Lay Order (Vote for One)

Helen Rogers, Church of Our Saviour, Monroe

Receiving no further nominations from the floor the Bishop declared the nominations closed. A ballot was requested to be prepared.

Nominations for the Cathedral Chapter:**Clerical Order (Vote for One)**

The Reverend Mary L. Jellison, St. Paul's, Bellingham

Lay Order (Vote for One)

Jerry Garman, St. Andrew's, Seattle

Dorothy Anne (Dottie) Thompson, St. Luke's, Vancouver

Receiving no further nominations from the floor the Bishop declared the nominations closed. A ballot was requested to be prepared.

Nominations for General Convention Deputies to the 1997 General Convention in Philadelphia:**Clerical Order (Vote for Four)**

The Reverend Kevin Bond Allen, Christ Church, Puyallup

The Reverend Diane B. Brelsford, Church of the Ascension, Seattle

The Reverend Robert L. Christie, St. George's, Seattle

The Reverend Paul M. Collins, St. Hilda's-St. Patrick's, Edmonds

The Reverend Mary Jane Francis, St. Margaret's, Bellevue

The Reverend Donald P. Goodheart, Church of the Epiphany, Seattle

The Reverend John P. Lambert, Emmanuel Church, Mercer Island

The Reverend Joann L. Paolozzi, Church of the Epiphany, Chehalis

Lay Order (Vote for Four)

Patricia K. Apperson, St. John's, Olympia

Nancy Allaire, St. Benedict's, Lacey

James H. Allendoerfer, Trinity Church, Everett

Duncan A. Bayne, St. Mark's Cathedral, Seattle

Jim Church, St. Margaret's, Bellevue

Phyllis Gill, Christ Church, Tacoma

Lyn Goetz, Church of the Resurrection, Bellevue

Angela Mathias, St. David's/Emmanuel, Seattle

Joyce McConnell, St. Mark's Cathedral, Seattle & St. David's, Seattle

Janet McCully, St. Mark's Cathedral, Seattle

Additional nominations were requested. *The Very Reverend Frederick Northup, St. Mark's Cathedral, Seattle*, was nominated in the clerical order. Receiving no further nominations from the floor the Bishop declared the nominations closed. A ballot was requested to be prepared.

Nomination of Convention Officers

The name of Denison (Denny) Bacon was moved and seconded for Treasurer of the Diocese. There being no further names received, the Bishop declared the nominations closed. **Moved, seconded, Denny Bacon elected Treasurer of the Diocese of Olympia. PASSED.**

The name of the Reverend William Bertolin was moved and seconded for Historiographer of the Diocese. There being no further names received, the Bishop declared the nominations closed. **Moved, seconded, the Reverend William Bertolin elected Historiographer of the Diocese of Olympia. PASSED.**

The name of Diane Wells was moved and seconded for Archivist and Records Manager of the Diocese. There being no further names received, the Bishop declared the nominations closed. **Moved, seconded, Diane Wells elected Archivist and Records Manager of the Diocese of Olympia. PASSED.**

18. Constitution and Canons Report

Bishop Warner recognized Mr. Douglas Oles, Chair of the Constitution and Canons Committee to present report 95/E/4.

Doug Oles presented the report of the Constitution and Canons Committee with much humor and laughter from the Convention, as evidenced by his opening remarks. "Today and tomorrow hundreds of you will have the privilege of getting together and hearing reports on issues that will be crucial to the growth and the spread of the mission of our Lord Jesus Christ. This report will not be one of those."

At its various meetings since the last Annual Convention, the Constitution and Canons Committee has devoted many hours of time to reviewing and updating the Diocesan Constitution and Canons. The Committee also prepared extensive updates to the Articles and By-Laws of the diocesan corporation (which were adopted by the Board of Directors at their meeting on September 21, 1995).

Second Vote on Changes to Constitution:

The following changes were passed by the 1994 Annual Convention and will become effective upon the close of this Convention if adopted again:

Article VII, Section 4(e):

The lay members of Convention shall consist of: ...

- (e) The Chancellor, Vice Chancellor (if any), Secretary of Convention, and Treasurer of the Diocese, if lay persons, during their terms of office.

Article VIII, Section 3:

At each Annual Meeting of the Convention the Bishop shall appoint, subject to the approval of the Convention, a Chancellor of the Diocese who shall be a lay member, a Communicant in Good Standing of the Church and regularly admitted to practice law in the State of Washington. The Bishop may also appoint a Vice Chancellor who is similarly qualified to assist the Chancellor.

Changes to Article VII and VIII were moved, seconded and PASSED.

Article X, Section 3 (re: Standing Committee):

At the first meeting of the Committee, which shall be as soon as practicable after their election, they shall choose a president [~~from the clerical members~~] and a secretary from [~~either the clerical or lay~~] among their members. The secretary shall keep a record of all the proceedings of the Standing Committee which shall be subject at all times to the inspection of the Bishop of the Diocese, and a full report of their acts shall be made to each Annual Meeting of Convention.

Moved, seconded and PASSED as follows:

At the first meeting of the Committee, which shall be as soon as practicable after their election, they shall choose a president and a secretary from among their members. The secretary shall keep a record of all the proceedings of the Standing Committee which shall be subject at all times to the inspection of the Bishop of the Diocese, and a full report of their acts shall be made to each Annual Meeting of Convention.

Article XX:

The Secretary of the Convention shall procure and keep a book entitled "Constitution and Canons of the Diocese of Olympia," in which shall be recorded this constitution with the certificate of its adoption. All articles, canons and additions thereto, hereafter adopted by the Convention, shall be certified to by the President and Secretary of the Convention, as having been duly adopted, and shall, with the certificate of adoption, be recorded in the said book, and the said book shall be taken and regarded as prima facie evidence of the due adoption and correctness of all papers recorded therein under the article. The Archivist and Records Manager, under the direction of the Secretary of Convention, shall keep a record of each change adopted by Convention each year.

Moved, seconded and PASSED.

New Proposed Changes/Corrections to Canons:

Changes to the Canons require the vote of only one Annual Convention. Changes approved today will take effect upon the conclusion of this Annual Convention.

A. *Rectors may vote but are not counted in Vestry quorum:*

Canon 9, Section 4: Add a new subparagraph (c) as follows:

(c) At any Vestry meeting, the Rector may vote to break a tie but shall not be counted in determining the presence of a quorum or in determining how many votes are required to pass any measure.

Canon 25, Section 2:

If for any urgent reason, a Rector or Vestry, by at least a two-thirds vote of the entire vestry, desires a dissolution of the pastoral relation, and the parties cannot agree either party may give notice in writing to the Ecclesiastical Authority of the Diocese. For purposes of this canon, the entire Vestry shall exclude the Rector and other ex-officio members. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the duties of the Bishop under this Canon.

Changes to Canon 9 and Canon 25 were moved, seconded and PASSED.

B. *Implementing the New National Canon on Clergy Discipline (as required) before January 1, 1996.*

*Canon 26: New text:**Section 1*

The ecclesiastical discipline of a priest or deacon shall be governed by Title IV of the Canons for the Government of The Episcopal Church. Whenever any priest or Deacon of this Diocese, not being a Bishop thereof, shall become "liable to presentment and trial" under the provisions of any Canon of General or Diocesan Convention, the mode of proceeding in this Diocese shall be as hereafter outlined:

Section 2

- a. There is established an Ecclesiastical Trial Court, consisting of five members, three of whom shall be priests or deacons and two of whom shall be lay persons. The members of the Ecclesiastical Trial Court may be nominated by the Bishop and shall be elected annually by the Diocesan Convention.
- b. Vacancies occurring for any reason in the Ecclesiastical Trial Court between sessions of the Diocesan Convention shall be filled by majority vote of the remaining members of the court.
- c. The Ecclesiastical Trial Court shall elect from its members a Presiding Judge within two months following the Diocesan Convention.
- d. The Ecclesiastical Trial Court shall have such jurisdiction and authority, including powers of appointment, and observe such procedures as are provided in Title IV of the Canons of the General Convention.

The trial shall be on a presentment in writing, addressed to the Bishop of the diocese, specifying the offense or offenses of which the accused is alleged to be guilty, with reasonable certainty of the time, place and circumstances. Such presentment may be made by:

- a. A majority of the Vestry of a Parish or by any five members of a Mission, of which the accused is the priest or deacon;
- b. Three priests of the Diocese.

Section 3

- a. A Church Attorney, as defined in Title IV of the Canons of the General Convention, shall be an attorney duly licensed in the State of Washington and shall be appointed each year by the Bishop.
- b. Neither the Chancellor nor Vice Chancellor(s), if any, nor any person professionally associated with the Chancellor or Vice Chancellor(s) shall be eligible to serve as Church Attorney.

Whenever, from public inquiry or otherwise, the Bishop shall have reason to believe that any clergy person is under the imputation of having been guilty of any offense or misconduct for which he is liable to be tried, and that the interest of the Church requires an investigation, it shall be his duty to appoint a Court of Inquiry of five persons, of whom three at least shall be priests, to examine the case, a majority of whom may make such examination, and if there is, in judgment, sufficient grounds for presentment, they shall present the clergy accordingly:

Section 4

Any priest or deacon of this Diocese against whom charges are made or evil reports are current, from public rumor or otherwise, may request to the Bishop in writing that Court of Inquiry be appointed in like manner to make investigation. No presentment may be made in any case on account of an offense committed more than five years previously, except in case of a conviction in a Court of Record exercising criminal jurisdiction, a presentment may be made at any time within one year after such conviction:

Section 5

A presentment being made, the Bishop shall have the power to dismiss it wholly or in part if the facts charged do not, in his judgment constitute an offense or if only a part of them do. When it is allowed in whole or in part, the Bishop shall cause a copy of it to be served on the accused, setting a date also in this notice when it shall come before the Ecclesiastical Court of the Diocese, at least thirty days later:

Section 6

The Court shall consist of three priests and three lay people, nominated by the Bishop and elected annually by Convention. Vacancies on the Court may be filled by the remaining members. A majority of the members shall be sufficient for trial:

Section 7

If a priest or deacon presented shall confess the truth of the facts alleged in the presentment, the Bishop shall pass sentence according to the provisions of the General Church Canons:

Section 8

The accused shall have the right to challenge any members of the court for good and sufficient causes, which causes are to be determined by the remaining members of the Court:

Section 9

If a priest or deacon presented, after having had due notice, shall not appear before the Court for his trial, the Court may proceed as if he were present:

Section 10

In trial, the Court shall hear such evidence as shall be produced, which shall be reduced to writing and signed by the witnesses respectively. The Court shall state its judgment to the Bishop as to the sentence to be pronounced, and he shall proceed accordingly:

Canon 26 moved, seconded and PASSED as follows:

Section 1

The ecclesiastical discipline of a priest or deacon shall be governed by Title IV of the Canons for the Government of The Episcopal Church.

Section 2

- a. *There is established an Ecclesiastical Trial Court, consisting of five members, three of whom shall be priests or deacons and two of whom shall be lay persons. The members of the Ecclesiastical Trial Court may be nominated by the Bishop and shall be elected annually by the Diocesan Convention.*
- b. *Vacancies occurring for any reason in the Ecclesiastical Trial Court between sessions of the Diocesan Convention shall be filled by majority vote of the remaining members of the court.*
- c. *The Ecclesiastical Trial Court shall elect from its members a Presiding Judge within two months following the Diocesan Convention.*
- d. *The Ecclesiastical Trial Court shall have such jurisdiction and authority, including powers of appointment, and observe such procedures as are provided in Title IV of the Canons of the General Convention.*

Section 3

- a. *A Church Attorney, as defined in Title IV of the Canons of the General Convention, shall be an attorney duly licensed in the State of Washington and shall be appointed each year by the Bishop.*
- b. *Neither the Chancellor nor Vice Chancellor(s), if any, nor any person professionally associated with the Chancellor or Vice Chancellor(s) shall be eligible to serve as Church Attorney.*

The Reverend John Schaeffer informed members of Convention about several changes to the National Church Constitution, as is required by the National Church. These changes were passed for the first time at General Convention in 1994 and will have their second reading at General Convention in 1997. If they pass in 1997 they become part of the Constitution of the Church.

Resolved, the House of Bishop's concurring, That Article II, Section 4, of the Constitution be amended as follows:

Sec 4. It shall be lawful for a Diocese, ~~with consent~~ at the request of the Bishop of that Diocese, to elect ~~one or more~~ not more than two Suffragan Bishops, without right of succession ***, and be it further **Resolved, That a copy of this amendment be sent to the Secretary of the Convention of every Diocese, to be made known to the Diocesan Convention at its next meeting.**

Resolved, the House of Deputies concurring, That Article XII of the Constitution be amended to read as follows: No alteration or amendment of this Constitution shall be made unless the same shall be first proposed at one regular meeting of the General Convention and ~~by a resolve thereof~~ be sent to the Secretary of the Convention of every

Diocese...and be it further *Resolved*, That a copy of this amendment be sent to the Secretary of the Convention of every Diocese, to be made known to the Diocesan Convention at its next meeting.

C. Clarifying Conflict in Lay/Clergy Balance of Council.

Canon 6, Section 4:

At each Annual Meeting of the Convention there shall be elected one member of the clergy and two lay Communicants in Good Standing to serve as a member of Council for four years. The Bishop shall appoint one person to serve as a member of Council for four years, either a member of the clergy or a lay Communicant in Good Standing ~~communicant layperson to maintain the required balance in clergy and lay membership~~ ~~replace the person of the like order rotating off Council, to serve as a member of Council for four years, and in making such appointment the Bishop shall take into consideration geographical balance.~~ No member who has served on Council for four consecutive years shall be eligible for re-election or appointment until the expiration of one year. The Council shall have power to fill vacancies resulting from death, resignation or removal of Council members elected by Convention, to serve until the next annual meeting of Convention, and the Bishop shall have like power to fill vacancies of appointed members. The maintenance of geographical balance shall be considered in all appointments of members and in all filling of vacancies by Council. Absent death, resignation, or removal from office, a member's term shall continue through the close of the Annual Convention session when new members of Council are elected.

Moved, seconded and PASSED as follows:

At each Annual Meeting of the Convention there shall be elected one member of the clergy and two lay Communicants in Good Standing to serve as a member of Council for four years. The Bishop shall appoint one person to serve as a member of Council for four years, either a member of the clergy or a lay Communicant in Good Standing to maintain the required balance in clergy and lay membership. No member who has served on Council for four consecutive years shall be eligible for re-election or appointment until the expiration of one year. The Council shall have power to fill vacancies resulting from death, resignation or removal of Council members elected by Convention, to serve until the next annual meeting of Convention, and the Bishop shall have like power to fill vacancies of appointed members. The maintenance of geographical balance shall be considered in all appointments of members and in all filling of vacancies by Council. Absent death, resignation, or removal from office, a member's term shall continue through the close of the Annual Convention session when new members of Council are elected.

D. Allowing President of Standing Committee to Appoint a Representative to Diocesan Council.

Canon 6, Section 2

The Diocesan Council shall consist of the Bishop, Bishop Coadjutor, Suffragan Bishops, if any, a member of the President of the Standing Committee designated by its President, and five members of the clergy and eleven laypersons who are Communicants in Good Standing.

Moved, seconded and PASSED as follows:

The Diocesan Council shall consist of the Bishop, Bishop Coadjutor, Suffragan Bishops, if any, a member of the Standing Committee designated by its President, and five members of the clergy and eleven laypersons who are Communicants in Good Standing.

E. Amending Canon 11 for Uniformity and to Suit Current Practice**Canon 11, Section 1, paragraph 2 of required application:**

We do hereby declare ourselves, individually and collectively, ready to do what in us lies, to support and maintain the regular worship of the said church, and promote its influence in our neighborhood; and we do promise conformity to the liturgy, doctrine, ~~liturgy~~, rites and usage's of the ~~Protestant~~ Episcopal Church. We put ourselves under your charge and will reverently obey your authority. We promise conformity to the Constitution and Canons of the General Convention, and to those of the Diocese of Olympia, and the rules and regulations of the Convention. In accordance with these obligations and promises we ask the privilege of being organized as a Mission under the name of _____ Church.

Moved, seconded and PASSED as follows:

We do hereby declare ourselves, individually and collectively, ready to do what in us lies, to support and maintain the regular worship of the said church, and promote its influence in our neighborhood; and we do promise conformity to the liturgy, doctrine, rites and usage's of the Episcopal Church. We put ourselves under your charge and will reverently obey your authority. We promise conformity to the Constitution and Canons of the General Convention, and to those of the Diocese of Olympia, and the rules and regulations of the Convention. In accordance with these obligations and promises we ask the privilege of being organized as a Mission under the name of _____ Church.

Canon 11, Section 5

All real estate, corporate stock and bonds acquired by or for a Mission shall be held by the diocesan corporation. No real estate shall be purchased or accepted by a Mission without written consent by the diocesan Board of Directors. The title to real estate given to or purchased by the Mission shall be vested in the corporation known as the "Diocese of Olympia, Inc." ~~But no gift or purchase of land shall be accepted or made, nor any location of a church site decided upon, nor building erected hereon, without the consent of the Bishop and the Board of Directors.~~

Moved, seconded and PASSED as follows:

All real estate, corporate stock and bonds acquired by or for a Mission shall be held by the diocesan corporation. No real estate shall be purchased or accepted by a Mission without written consent by the diocesan Board of Directors.

Canon 11, Section 6

Because this issue would be addressed under section 5 above, the Committee moved that section 6 be deleted and sections 7 and 8 renumbered accordingly.

~~Before any Mission contracts to purchase any real estate, either by full payment of the~~

purchase price, or by partial and deferred payments, it shall be necessary for the Bishop's Committee to obtain the previous written consent of the Bishop acting by and with the Standing Committee of the Diocese, and their approval of the terms of contract for such purchase; and such consent and approval shall be stated in the contract and in the deed of conveyance which shall be inserted when made to the "Diocese of Olympia, Inc." *Moved, seconded and PASSED. Canon 11, Section 6 deleted and sections 7 and 8 renumbered accordingly.*

Canon 11, Section 7 (new Section number 6)

The Vicar of a Mission having been appointed by the Bishop, may resign to, or be removed by, the Bishop only. The Vicar He shall have authority, after consultation with the Bishop's Committee from time to time, to appoint persons to assist in the ongoing worship, education, and other ministries of the Mission the sexton, organist, choir leader, Sunday School superintendent, and such other helpers as may be necessary. If there be no Vicar, this the right of appointment of all helpers to serve during the vacancy shall may be exercised by in the Bishop's Committee.

Moved, seconded and PASSED as follows:

The Vicar of a Mission having been appointed by the Bishop, may resign to, or be removed by, the Bishop only. The Vicar shall have authority, after consultation with the Bishop's Committee, to appoint persons to assist in the ongoing worship, education, and other ministries of the Mission. If there be no Vicar, this right of appointment may be exercised by the Bishop's Committee.

F. Floor Nominations in Parish Elections

Canon 9, Section 2(b)

- b. Communicants in Good Standing in the Parish alone shall choose by ballot the Vestry members to serve for three years and until the election of their successors. At any meeting to elect Vestry members or Convention delegates or alternates, the right to nominate candidates from the meeting floor shall not be abridged or denied.

Moved, seconded and PASSED.

This report faithfully and entertainingly submitted by Douglas Oles, Chair of the Constitution and Canons Committee on behalf of all the Committee members:

Duncan Bayne (Vice Chancellor)

The Reverend Scott Dills

Walter Hansen

The Reverend Stephen Moore

Donald H. Mullins (Chancellor)

The Very Reverend Gerald W. Porter

The Reverend John Schaeffer

John Veblen

DeWitt Williams (d. 1995)

19. Capital Campaign Recognition

Bishop Warner noted that on Saturday there would be a presentation by the Capital Campaign followed by a vote on Resolution #8 which offers praise and thanks to those congregations which have invited their members to participate. He also announced that we have raised \$2.4 million for the campaign goals to date, just short of one-third of the total goal of \$7.5 million. Members of Convention were invited to open the white bag on each table; a pre-lunch treat compliments of the Capital Campaign.

20. Noonday Prayers

Noonday Prayers were led by Scott Crawford, St. Clare's, Snoqualmie.

21. First Ballot

Following announcements by the Secretary of Convention, the Bishop declared the polls open for ten minutes and recessed the Convention for lunch.

22. Convention Reconvenes

The Convention was reconvened with the singing of a hymn.

23. Cathedral Chapter/Vestry Task Force report

Bishop Warner recognized Mr. Mac Brown and Ms. Jane Hummer, St. Mark's Cathedral to present the report of the Cathedral Chapter/Vestry Task Force.

The Task Force was formed in response to an action from the 1994 Diocesan Convention calling for a year of dialogue regarding the place of the Cathedral in the life of the Diocese. The Task Force represents the Chapter and the Vestry of St. Mark's Cathedral. The dialogue has included conversations at the Warden's Conference, several forums at St. Mark's Cathedral, dialogues with various congregations and parishes in the Diocese, and presentations at Pre-Convention Gatherings.

Common questions asked during these conversations included:

How can congregations take more advantage of what the Cathedral has to offer?

How can the Cathedral have time to hold all of these diocesan events?

What is the Cathedral Chapter?

The Cathedral Chapter consists of the following people: the Bishop of the Diocese, the Dean and Rector of St. Mark's, the Chancellor of the Diocese, the Chancellor of the Cathedral, a representative of the Standing Committee, four persons elected by St. Mark's congregation for three year terms, and three persons elected by the Diocese at Convention for three year terms. The purpose of the Chapter is to provide liaison between the Diocese and the Cathedral parish; to interpret to the community, including the Diocese, the relationship between the parish and the Diocese; and to define the place of the Cathedral in the life of the Diocese. In addition, the Chapter is charged with promoting, supervising, and managing diocesan responsibilities for the Cathedral, including diocesan programs held at the Cathedral.

The Task Force is sponsoring a resolution to be considered by this 1995 Diocesan Convention calling for the development of a prototype governance model to more closely link the Diocese and the Cathedral.

Mac Brown reviewed Resolution #1 with Convention members.

Table groups were asked to discuss the following question:

What would strengthen the relationship between the Cathedral and your congregation?

Bishop Warner recognized the Reverend Donald Goodheart, Chair of the Resolutions Committee to present **Resolution #1**:

Resolution #1: Development of New Governance Prototype for St. Mark's Cathedral.

This resolution, submitted by the Cathedral Chapter and St. Mark's Vestry, reads as follows:

RESOLVED, that this 85th Convention of the Diocese of Olympia encourages the Cathedral Chapter and the St. Mark's Vestry to develop a new governance prototype for St. Mark's Cathedral more closely representing its constituencies to fulfill its mission as the Cathedral for the Diocese.

Explanation:

The 84th Diocesan Convention called for a year of dialogue and study of the relationship between St. Mark's Cathedral and the Diocese of Olympia, and to explore various governance models for carrying out the vision for the Cathedral. The dialogue, which formally began at the Warden's Conference, continues at St. Mark's and is being brought into various other diocesan congregations. The goals of the dialogue set out last year have been achieved among those participating in the dialogue. The Chapter and Vestry perceives a need to expand participation in the dialogue by taking it to congregations in various parts of the Diocese and to various meetings and convocations around the Diocese in the next year. The Chapter and Vestry has studied the diverse governance structures of other metropolitan cathedrals, but has not found a model it would recommend for this Diocese. It is the sense of the Chapter and Vestry that the Cathedral's governance would best be designed here in the Diocese. The Chapter and Vestry envisions continuing the dialogue and increasing focus on Cathedral governance so that a prototype could be developed and approved by the Cathedral congregation by the 86th Diocesan Convention, with anticipated diocesan approval by the 87th Diocesan Convention, in 1997.

The Resolutions Committee recommends: DO PASS.

Moved, seconded and PASSED.

24. Report of the First Ballot

Postponed.

25. Bishop's Cross Presentation

The son of a Presbyterian minister, this man has had a long and outstanding professional career as a physician. He has served on local and state medical, health and welfare boards and councils throughout his distinguished career, and spent 28 years as Associate Professor of Medicine at the University of Oregon Medical School. He has been the recipient of numerous awards. Active in his parish, his wisdom as Senior Warden is described as a precious gift. His witness to faith in the larger community speaks of his understanding of Jesus serving those who lived outside the synagogue.

Ten years ago, the Vancouver Council of Churches (now called Interfaith) believed there was a need for an indigent clinic in Clark County. Working with the Clark County Medical Society they discovered there were 14,000 people in the county with no insurance or ability to pay for medical care.

It's one thing to know about a critical need, it's another thing to do something about it. Largely through the efforts of this dedicated physician, an indigent clinic was opened in 1991. It began with a few volunteers, open every Tuesday for three hours. Within two years they expanded to Tuesday and Thursday evenings to handle all the patients. The clinic sees only those with acute medical problems.

The people they treat suffer from the flu, colds, bronchitis, pneumonia and other problems that would go untreated without the clinic's existence. Persons requiring surgery or long-term follow-up of chronic illness are referred to physicians in the community who will see them at no cost. Currently there are 10 physicians, 11 physicians' assistants, four nurse practitioners, 35 nurses, 10 clerks, 10 lab technicians, 15 pharmacists and approximately 50 other physicians in the community who accept referrals from the clinic for complicated problems or ongoing care, at no charge to the patients.

*Many believe this clinic is a reality because of the leadership of this dedicated physician who saw a need in the community and used his God-given time and talent to not only make his own personal commitment, but who invited others to join him in caring for God's people who are in need of medical attention. It gives me great pleasure to present the Bishop's Cross to **SAM BEALL***

26. Report of the Committee on Human Sexuality

The Bishop recognized members of the Committee on Human Sexuality to present the report and introduced the Reverend Mary Jane Francis.

The Reverend Mary Jane Francis addressed Convention and set the context for Resolution #2 as follows:

- At the 1991 General Convention there was a mandate that called for all dioceses in the church to design and implement dialogues around the subject of human sexuality.
- In response, Bishop Warner convened the Human Sexuality Committee in late spring of 1993 and the Committee developed a dialogue curriculum on human sexuality, trained over 200 facilitators, and reported at the last Convention that 22 congregations had participated in the dialogue with responses from about 275 additional individuals.
- In response to the Bishop's pastoral letter, written to all congregations late last year around the concern of blessing of same-sex unions, the Committee expanded and moved into another stage of dialogue addressing the question of how we live together pastorally during this time in which the church at-large, and we as a Diocese have no clear sense of direction on how we need to proceed, and no clear sense of consensus around issues of human sexuality.
- Today, this Convention is being asked to continue the dialogue on human sexuality and to adopt for our Diocese the guidelines associated with the pastoral study document from the House of Bishops. These guidelines are contained in the Continuing the Dialogue book (in delegate packets).

Table groups were asked to reflect on questions around the issue of human sexuality and continuing the dialogue.

27. Report of the Resolutions Committee

Bishop Warner recognized the Reverend Donald Goodheart.

Resolution #2 - Continuing the Dialogue on Human Sexuality

This resolution, submitted by the Committee on Human Sexuality (the Reverend Mary Jane Francis, Paul Johns, Maureen Lyons, the Very Reverend William Maxwell, Diane Stipp, Carol Teays) and the Reverend Randal Gardner, former Co-Chair of the Committee, reads as follows:

RESOLVED, that this 85th meeting of the Convention of the Diocese of Olympia recognize the action of the 1994 General Convention to "encourage study of CONTINUING THE DIALOGUE, A Pastoral Study Document of the House of Bishops' to the Church as the Church considers Issues of Human Sexuality." *AND BE IT FURTHER RESOLVED*, that this 85th Convention affirm the "Guidelines While We Continue the Dialogue" as set forth in CONTINUING THE DIALOGUE.

Explanation:

The General Convention has encouraged that study of the pastoral teaching occur. The committee of the House of Bishops has provided leadership for the way we can live together as we continue in dialogue toward understanding.

The Resolutions Committee recommends: **DO PASS**

Moved and seconded. Discussion included the need to discuss resolutions #3, #4, and #5 regardless of the outcome on Resolution #2; the history of the dialogue on human sexuality; conservative and liberal views of the biblical stand on human sexuality; and the need for a conclusion on this issue, one way or another.

Motion PASSED.

Resolution #3 - Statement of Koinonia

This resolution, submitted by Jean S. Greene, Co-Convenor, Human Sexuality Issues Committee of St. Mark's Cathedral, reads as follows:

RESOLVED, that this 85th Convention of the Diocese of Olympia adopt the following Statement of Koinonia in order to express our willingness to accept Jesus' teachings regarding love for all people.

- ◊ *We believe that sex is a gift of God.*
- ◊ *We believe that some of us are created heterosexual and some of us are created homosexual.*
- ◊ *We believe that homosexuality and heterosexuality are morally neutral. That both can be lived out with beauty, honor, holiness and integrity and that both are capable of being lived out destructively.*

- ◇ We believe that wherever sexuality is lived out destructively the church must witness to its negativity. We oppose all forms of promiscuous sex, predatory sex, sex that does not honor ones partner, or that does not hold that partner in commitment and love.
- ◇ We believe that marriage is to be held in honor and that marriage represents that highest form of human commitment that man and woman can make to each other. We believe that through marriage both husband and wife are called to holiness.
- ◇ We believe that celibacy is an honorable vocation for some of God's people and that those who have chosen to live in celibacy for whatever reason have gifts to give that will enrich both the church and the social order. But we also believe that those who know themselves to be gay or lesbian persons and who do not chose to live alone but forge relationships with partners of their choice that are faithful, monogamous, committed, life giving and holy are to be honored. We will continue to relate to those couples with our support, our pastoral care, our prayers and our recognition in whatever form is deemed appropriate that God is indeed present in their life together.
- ◇ We also believe that the ordained ranks of the church are open to all baptized Christians and that through our regular screening process we will determine who is both called and qualified. We are aware of the presence in the church of gay and lesbian clergy. We bear witness to the fact that they have served, and continue to serve, this church with effectiveness and integrity. Some of them are single. Many more of them are living in committed partnerships.
- ◇ We pledge to these clergy, whom we honor as part of this church, our support and protection and we will continue to hold them to no standard higher than we hold any heterosexual priest whether he or she is single or married.
- ◇ We also recognize that by the canon law the choice of fit persons to serve in the ordained ranks of the church is not the prerogative of bishop's alone, but of the whole church. We pledge ourselves to ordain only those persons whom the testing and screening process reveals to be wholesome examples to the flock of Christ. But let there be no misunderstanding, both our lives and experiences as Christians has convinced us that a wholesome example to the flock of Christ does not exclude a person of homosexual orientation, nor does it exclude those homosexual persons who choose to live out their sexual orientation in a partnership that is marked by faithfulness, love and lifegiving holiness.

Explanation:

Many, if not all, churches in our Diocese have gay and lesbian members who are part of the congregation. Some have gay or lesbian people among their clergy. It is important that all people feel totally included in this Diocese.

Resolutions Committee recommendation: DO NOT PASS

Resolutions Committee Rationale: General Convention has called for a period of study on the topic of sexuality, because the mind of the church is so divided, particularly on the topic of homosexual unions and the ordination of practicing homosexuals. While the substance of this resolution is important and deserves study and discussion, the Resolutions Committee feels that in keeping with the General Convention action it is not the time to pass such a resolution.

- Resolution #3, moved and seconded.** Discussion included:
- Definition of the word Koinonia to mean community.
 - That a statement of Koinonia does not grant permission or call for any action.
 - This statement is an acknowledgement that some behavior is morally neutral which the Bible clearly states is not.
 - Affirming the ordination of priests and the blessing of same-sex marriages is a step too far.
 - Issues affirmed in this statement are those that are being debated and are not yet decided.
 - This statement is the reworking of a statement of Koinonia signed by 74 Bishops, which followed the signing by 106 Bishops of a statement affirming the traditional teaching of the church.
 - The advisability of voting in a statement of "community" by popular vote was questioned.

Motion FAILED.

24. Report of the First Ballot - Rescheduled

Diocesan Council (simple majority needed to elect)

Votes required to elect: 228

Clerical Order (one position available)

The Reverend Michael Carr 129

The Reverend Stephen Moore 317

Elected: The Reverend Stephen Moore

Lay Order (two positions available)

William J. Duchie 175

Robert Graham 233

Susan Kirschner 261

Jack Lyons 184

Elected: Robert Graham & Susan Kirschner

Standing Committee (concurrence between orders required)

	<u>Lay</u>	<u>Clergy</u>
Votes required to elect:	167	60

Clerical Order (one position available)

The Reverend Norman S. Johns	80	18
------------------------------	----	----

The Reverend Charles D. Ridge	132	49
-------------------------------	-----	----

The Reverend Joseph Tiernan	110	51
-----------------------------	-----	----

No Election

Lay Order (one position available)

Helen Rogers	298	107
--------------	-----	-----

Elected: Helen Rogers

Cathedral Chapter (simple majority needed to elect)

Votes required to elect: 228

Clerical Order (one position available)

The Reverend Mary L. Jellison 305

Elected: *The Reverend Mary L. Jellison*

Lay Order (one position available)

Jerry Garman 165

Dorothy Anne (Dottie) Thompson 269

Elected: *Dorothy Anne (Dottie) Thompson*

Deputies to General Convention (concurrence between orders required)

	<u>Lay</u>	<u>Clergy</u>
Votes required to elect:	167	60

Clerical Order (four deputies & four alternates to be elected)

The Reverend Kevin Bond Allen	170	53
-------------------------------	-----	----

The Reverend Diane Brelsford	93	32
------------------------------	----	----

The Reverend Robert L. Christie	178	76
---------------------------------	-----	----

The Reverend Paul M. Collins	176	70
------------------------------	-----	----

The Reverend Mary Jane Francis	156	50
--------------------------------	-----	----

The Reverend Donald Goodheart	128	62
-------------------------------	-----	----

The Reverend John Lambert	153	55
---------------------------	-----	----

The Very Reverend Fred Northup	55	11
--------------------------------	----	----

The Reverend Joann Paolozzi	182	50
-----------------------------	-----	----

Elected: *The Reverends Robert Christie & Paul Collins*

Lay Order (four deputies & four alternates to be elected)

Nancy Allaire	79	28
---------------	----	----

James H. Allendoerfer	189	72
-----------------------	-----	----

Patricia Apperson	65	21
-------------------	----	----

Duncan A. Bayne	200	70
-----------------	-----	----

Jim Church	137	58
------------	-----	----

Phyllis Gill	150	59
--------------	-----	----

Lyn Goetz	134	32
-----------	-----	----

Angela Mathias	138	44
----------------	-----	----

Joyce McConnell	125	37
-----------------	-----	----

Janet McCully	70	36
---------------	----	----

Elected: *James H. Allendoerfer & Duncan A. Bayne*

27. Report of the Resolutions Committee - continued

Bishop Warner recognized the Reverend Donald Goodheart.

Resolution #4 - Adoption of Policy Clarification on Homosexuality

This resolution, submitted by Traci & Jeff Schultz, Stephen & Diana Purvine, Lucy & Bob Reuter, Sue Anderson, Michele & Dennis Elkins, Peg Isenhower, Robert Knudson, Wilma Feehan, Gary & Elaine Brown (St. Benedict's, Lacey) and Bob & Marcia Greenfield (St. John's, Centralia), reads as follows:

RESOLVED, that this 85th Convention of the Diocese of Olympia adopts as its policy the following: Our present and future considerations about homosexuality should be pursued within the larger study of human sexuality in its totality:

- 1. We accept all persons, regardless of sexual orientation, as equal before God; our acceptance of persons with homosexual orientation is not an acceptance of homosexual activity.*
- 2. We do not accept the blessing of homosexual unions.*
- 3. We will not call in question the ordination of a person who has shared with the bishop his/her homosexual orientation if there has been a commitment to the bishop to abstain from sexual acts with persons of the same sex as part of the requirement for ordination.*

Explanation:

Questions of human sexuality are a matter of great concern to the Church of our day. Prominent amongst these concerns is the attitude of the Church towards homosexual persons. Homosexuality is a very complex and involved issue, however, in response to specific events occurring in the Diocese, we have decided that a policy statement is needed at this time. We believe as Christians that homosexual persons as children of God, have a full and equal claim, with all other persons, upon the love, acceptance, concern and pastoral care of the Church. The gospel of Jesus Christ compels Christians to guard against all forms of human injustice and to affirm that all persons are brothers and sisters for whom Christ died. We affirm that homosexual persons are entitled to equal protection under the law with all other United States citizens. It is clear from Holy Scripture that only the sexual union of male and female can find expression with the covenant of Holy Matrimony. In the heart of biblical teaching about creation we discover insights into the nature and purpose of sexuality. Rooted in God's creative purpose is the fulfillment and completion of male and female in each other, together with the procreative function of sexuality. Thus the Diocese of Olympia confines its nuptial blessing to heterosexual marriages, and we cannot authorize our clergy to bless homosexual unions. We are aware that some homosexuals develop for themselves relationships of mutual support, help, and comfort, about which the Diocese of Olympia must show an appropriate concern. Such relationships, though, must not be confused with Holy Matrimony, and the Diocese of Olympia must do nothing which appears to support any such suggestion.

Resolutions Committee recommends: **DO NOT PASS**

Resolutions Committee Rationale: General Convention has called for a period of study on the topic of sexuality, because the mind of the church is so divided, particularly on the topic of homosexual unions and the ordinations of practicing homosexuals. While the substance of this resolution is important and deserves study and discussion, the Resolutions Committee feels that in keeping with the General Convention action it is not the time to pass such a resolution.

Moved and seconded. After discussion the Motion FAILED.

Resolution #5 - Unity in the Diocese

This resolution, submitted by St. Mark's Cathedral, reads as follows:

RESOLVED, that we the people of the Diocese of Olympia seek to become one people of God, and that we do not wish to force uniformity among us all, but rather, in the Anglican tradition to live out our unity in diversity, and that we recognize that in the faith and practice of the church there are those who take differing views on issues such as the Prayer Book, the ordination of women, the authority of scripture, and that we recognize that there are members who have differing views on many issues of human sexuality such as birth control, abortion, divorce and remarriage, same sex relationships, and that we recognize that all of these positions are held out of strongly and heartfelt reasons based on scripture, tradition, and reason, and that all seek to be faithful to the Gospel of Jesus Christ, and, therefore, that we shall not allow these temporal issues to divide us from one another and from our unity in Christ and from the centrality of our calling to proclaim the Gospel, understanding that the Gospel shall be proclaimed in each congregation in differing words and ways according to the gifts of the clergy and people and of the needs of that congregation and place.

Explanation:

Differing views of sexuality may divide us and hinder us from our central calling to proclaim the Gospel.

Resolutions Committee recommends: **DO NOT PASS**

Resolutions Committee Rationale: The goal of the resolution, to affirm the unity of the church, is something with which no one can argue. Our Lord Jesus Christ calls us to unity. However, applying the resolution could produce the opposite, that is more controversy and disunity, if it were interpreted to allow "local option," for example, to allow a congregation to refuse to recognize a woman who is duly ordained, or to bless a homosexual union despite the interdiction of the Bishop. The tradition of unity in Anglicanism respects the importance of collegial action.

Moved and seconded.

Amendment moved, seconded to add at the end of the resolution: "By recognizing the diversity within the Diocese of Olympia, this resolution does not grant anyone permission for 'local option'."

Explanation: Those who proposed this resolution and the amendment see it as responding to two of the points in the Guidelines which were adopted in Resolution #2. 1) The fact that community life in our Anglican communion includes the need to respect the unity and diversity of our community, and 2) during the dialogue we are called to live and act in a manner which is both open to the leading of the spirit and grounded in our historic faith. In addition, the amendment is proposed to respond to the concern raised by the Resolutions Committee and to make it very clear that we do not intend to either encourage or authorize any local option.

Discussion on the amendment included definition of "local option" and the origin of "local option" around the issue of the ordination of women in the church.

Amendment FAILED.

Motion FAILED.

28. Second Ballot

Postponed.

29. Presentation - Chinese Ministry

Members of the Church of the Holy Apostles, Seattle, representing Chinese Ministries in the Diocese of Olympia, made a presentation to the Convention incorporating music and prayer.

30. Recognition of New Clergy and Staff

Bishop Warner welcomed each person by name. This was followed by a warm welcome from the Convention.

Canonical Clergy since Convention 1994

W. Gerald Lonergan, St. Luke's, Vancouver
Daniel H. Ferry, Trinity Church, Seattle
Thomas E. Minifie, St. John's, Kirkland
William R. Harper, Grace Church, Bainbridge Island
Randal D. Wilkinson, St. Paul's, Bremerton

Dorsey W.M. McConnell, St. Alban's, Edmonds
Anne Campbell, St. Margaret's, Bellevue
Judith T. Bartels, St. Paul's, Seattle
Ralph T. Blackman, St. Andrew's, Tacoma
Donald R. McLane, Grace Community, Kent

Retired Clergy since Convention 1994

Ralph Stewart, St. John the Baptist, Seattle
Don Smith, St. Paul's, Mount Vernon
Joseph Carney, St. Bede's, Port Orchard

Patterson Keller, Emmanuel, Eastsound
Bob Southwell, St. Clare's, Snoqualmie

Clergy Transfers to other Diocese since Convention 1994

Craig Alan West to Albany

Licensed Clergy since Convention 1994

Kathleen Longwood, Military Chaplain
Robert Tsu
Thomas Craighead, St. Bede's, Port Orchard
Christy M. Dorn
James Leovy, All Saints, Vancouver
Rich Oberheide, Military Chaplain
Kathleen Kinney, St. Mark's Cathedral, Seattle

Blaine Hammond
Carl Harris
Peter Strimer, St. Mark's Cathedral, Seattle
James Friedrich
Margaret B. Phillimore, Trinity Church, Seattle
Eugene M. Lindusky

Deacons Ordained since Convention 1994

Mary K. Shehane, Christ Church, Seattle

Paul R. Kolbet

Deacons Ordained Priest since Convention 1994

Craig Alan West, Church of the Cross, Ticonderoga, NY

Mary McCaw

Candidates

Stephen Best
Melodie Kimball
Judith Mullins

Anna Korathu
Christopher Martin
William Parker

Kathleen Sturges
Roy Tripp
Ed Brown

Postulants

Anthony Irving
Cecilia Morris
Constance Moorehead
Dennis Cole
Bruce DeGooyer

Bernard Kim Forman
Lois Hart
Samuel Lee
Dale McQueen

Gregory Peters
Elizabeth Rene
Catherine Richardson
Douglas Simonsen

New Diocesan Staff since Convention 1994

Dolly Dixon-Payne, Administrative Assistant, Faith Development Office
John Schaeffer, Planned Giving Field Officer
Fred McLauchlan, Planned Giving Field Officer
Kelly Anderson, Administrative Assistant, Stewardship and Development

31. Report of the Resolutions Committee

Bishop Warner recognized the Reverend Donald Goodheart.

Resolution #6 - Renewal Activities

This resolution, submitted by the Vestry of St. Luke's, Vancouver, reads as follows:

RESOLVED, that this 85th Convention of the Diocese of Olympia, at the mid-point of The Decade of Evangelism, encourages all of its congregations to give serious consideration to the many renewal activities available to them - including, but not limited to:

- *having a Faith Alive Weekend;*
- *establishing a Daughters of the King chapter;*
- *establishing a Brotherhood of St. Andrew chapter;*
- *establishing an Order of St. Luke the Physician chapter;*
- *encouraging their adult members to attend Cursillo Weekends;*
- *encouraging their young adult members to attend VOCARE Weekends; and,*
- *encouraging their teenagers to attend Happening Weekends.*

AND BE IT FURTHER RESOLVED, that an Evangelism Commission of the Diocese of Olympia be established; AND BE IT FURTHER RESOLVED, that the Evangelism and Faith Development Commissions of the Diocese of Olympia gather information about these, and other renewal activities, and distribute this information to the churches in the diocese for their consideration; AND BE IT FURTHER RESOLVED, that the Evangelism and Faith Development Commissions of the Diocese of Olympia investigate ways by which the churches in the Diocese could be assisted financially if they should desire to participate in any of these activities.

Explanation:

Evangelism has been described by the Episcopal Church as being the presentation of Jesus Christ, in the power of the Holy Spirit, in such ways that persons may be led to believe in Him as Savior and follow Him as Lord within the fellowship of His church. This presentation, by the Laity, is

done more effectively by people who have the opportunity to continually renew their faith and deepen their commitment to Jesus. Activities, like those mentioned in this resolution, generally attempt to lead persons to a deeper understanding of and renewal of their baptismal vows. When visitors to our congregations encounter persons who have, and are able to articulate, a deep faith in the Lordship of Jesus, there is a greater chance they will be drawn to Jesus and the goal of evangelism will be met. The ministries indicated will normally provide information without cost.

Resolutions Committee recommends: DO PASS

Moved, seconded and PASSED.

Resolution #7 - Thanksgiving Day Offering

This resolution, submitted by the Board of Trustee's of Faith Homes, reads as follows:

WHEREAS, on the recommendation of the Right Reverend Stephen Bayne, the Episcopal Services for Youth, known as Faith Homes, was founded in 1959 as a separate corporation to carry out our ministry to young women, and; WHEREAS, the capital campaign of the Diocese in 1960, known as the Golden Jubilee Fund, contributed \$50,000 toward the purchase of the house and property of Faith Homes, and; WHEREAS, the Diocesan Council, beginning in 1963, has supported Faith Homes ministry by annually granting permission to use the diocesan newspaper (currently the Episcopal Voice) mailing list to distribute the Thanksgiving Day offering appeal; BE IT RESOLVED, that the Diocese of Olympia in Convention supports the growing ministry of Faith Homes by urging all congregations to participate in the Thanksgiving Day offering in November 1995 by designating a day for the ingathering of the Thanksgiving Day Offering on or about Thanksgiving Day, by inviting speakers from Faith Homes, and by encouraging their members to contribute their time, money and talents in support of this ministry.

Resolutions Committee recommendation: DO NOT CONSIDER

Resolutions Committee Rationale: Faith Homes is a part of the Episcopal Charities Appeal. In 1994 the Resolutions Committee advised the Faith Homes board that in the future they should expect to address the Stewardship and Development Commission rather than Convention because the Commission has been developing guidelines for fund appeals.

Motion moved from the floor by the Reverend Jack Gretz, and seconded.

Discussion included expression by the Stewardship and Development Commission of support of Faith Homes, but concern that to single out one ministry supported by the Episcopal Charities Appeal in this way would make it difficult for some other wonderful, worthwhile human needs ministries that are also supported by the ECA.

Motion to table, seconded and withdrawn.

Question called for, seconded and PASSED.

Motion FAILED.

32. Report of the Second Ballot

Postponed.

33. *Report on Companion Diocese Relationship.*

Bishop Warner recognized the Reverend William Burnett and Janet McCully for the report of the Companion Diocese Task Force.

Background:

- Easter 1994* Bishop Warner and Janice visit St. George's College, Jerusalem and locations around the Diocese of Jerusalem and the Middle East. Bishop Warner is asked to consider forming a companion relationship between the Diocese of Olympia and the Diocese of Jerusalem and the Middle East.
- November 1994* Bishop Warner asked for a mandate from the 1994 Convention to form a task force to explore the possibility of a companion relationship.
- May 1995* The Task Force convenes and begins meeting every two weeks to explore what a companion relationship would look like.
- June 1995* Bishop Samir Kafity visits our Diocese and meets with the Task Force to look at possibilities for the companion relationship.
- July 1995* The Very Reverend John Tidy, Dean of the Cathedral in Jerusalem, visits the Diocese of Olympia to look at our programs for mission and outreach and meets with the Task Force.

Mission Statement:

To develop a relationship of mutual understanding, caring and support, between the people of the Episcopal Diocese of Olympia and the people of the Episcopal Diocese of Jerusalem, that we may be one people of God who walk hand in hand boldly proclaiming by word and actions the reconciling Gospel of Jesus Christ.

[Further information on the Companion Diocese relationship can be found in section 3, page 81 of this Journal. Additional information covers the description of the Diocese of Jerusalem and the Middle East and the proposed budget for the Companion Diocese relationship in 1996.]

Janet McCully read excerpts from a letter from the Very Reverend John Tidy outlining what the Diocese of Jerusalem has done to date in pursuing this companion relationship.

"In September, our Diocesan Convention gave its full support to proceeding with a companion diocese relationship. The Diocese of Jerusalem is fully committed to developing a relationship of mutual understanding, caring and support between our two dioceses that together we may discover what it means to be the people of God and how we may best live out the Gospel of reconciling and peace entrusted to us."

The presentation concluded with a slide presentation.

Bishop Warner recognized the Reverend Donald Goodheart.

Resolution #13 - Companion Diocese

This resolution, submitted by the Companion Diocese Exploration Task Force, reads as follows:

RESOLVED, that the 85th Convention of the Diocese of Olympia requests the Bishop, acting on behalf of the Diocese, to enter into a companion relationship with the Episcopal Diocese of Jerusalem under a written agreement including the following provisions:

1. *The mission of the companion relationship is:*

To develop a relationship of mutual understanding, caring and support between the people of the Episcopal Diocese of Olympia and the people of the Episcopal Diocese of Jerusalem, that we may be one people of God who walk hand in hand boldly proclaiming by word and action the reconciling Gospel of Jesus Christ.

2. *In establishing programs to carry out this mission each Diocese will seek to provide for mutual and commensurate benefits and obligations for their respective peoples.*

3. *The goals of the programs will be prayer support, shared ministry, cross-cultural understanding and challenges of Christian living for the peoples of each Diocese.*

4. *The initial duration of the relationship will be three years beginning in 1996, extendible by mutual consent.*

Funding for the Companion Diocese program is provided in the 1996 budget under line item 10097, and will be implemented by a committee yet to be appointed by the Office of the Bishop.

Explanation:

The 84th Convention of the Diocese of Olympia mandated an exploration of the desirability of a companion relationship with the Diocese of Jerusalem. The Bishop's Task Force began deliberations in May and has discerned this to be a timely and important opportunity to stand in support of the Church in Jerusalem (now some 8,500 Episcopalians). The Task Force also felt the leading of the Holy Spirit in the growing involvement by members and congregations within the Diocese and confirmed by the National Church's willingness to support this endeavor. This resolution would establish a companion relationship with the Diocese of Jerusalem.

Resolutions Committee Recommendation: DO PASS

Moved, seconded and PASSED.

34. Bishop's Cross Presentation

A woman of strong faith and conviction whose every act is a living response to her baptismal vows, this woman has used her term of leadership as President, Diocese of Olympia, Episcopal Churchwomen, to explore the place of women in the Church in new, different, and visionary ways.

"Meeting as usual" has become "Wait until you see what's being offered now." The offerings have been innovative, informative, life-changing: speakers, workshops, opportunities to experience spiritual nurturing, all designed to bring women closer together in mission – personally, in their congregations, in the Diocese, on the National level and in the world at large.

It has been an exciting year for the Episcopal Churchwomen in this Diocese. I am pleased to present the Bishop's Cross to a woman of great vision and faithfulness MARIE FULLER.

35. Order of Worship for Evening

An Order of Worship for Evening was led by Liz Sundby, St. James', Kent.

28. Second Ballot - Rescheduled

The Bishop declared the polls open for 10 minutes and recessed Convention until Saturday at 8:00 a.m.

Saturday, November 11, 1995

8:00 a.m. Convention Reconvenes**37. Celebration of the Holy Eucharist**

Celebrant: The Reverend Richard Younge

Homilist: Samuel S.H. Lee

32. Report of the Second Ballot**Standing Committee**

(concurrence between orders required)

	<u>Lay</u>	<u>Clergy</u>
<i>Required votes:</i>	156	51

Clerical Order (one position available)

The Reverend Norman S. Johns	57	16
------------------------------	----	----

The Reverend Charles D. Ridge	127	43
-------------------------------	-----	----

The Reverend Joseph Tiernan	114	39
-----------------------------	-----	----

No Election.

Deputies to General Convention

(concurrence between orders required)

	<u>Lay</u>	<u>Clergy</u>
<i>Required votes:</i>	156	51

Clerical Order

(two deputies & four alternates still to be elected)

The Reverend Kevin Bond Allen	126	33
-------------------------------	-----	----

The Reverend Diane Brelsford	35	13
------------------------------	----	----

The Reverend Mary Jane Francis	101	38
--------------------------------	-----	----

The Reverend Donald Goodheart	104	36
-------------------------------	-----	----

The Reverend John Lambert	99	37
---------------------------	----	----

The Very Reverend Fred Northup	13	3
--------------------------------	----	---

The Reverend Joann Paolozzi	113	33
-----------------------------	-----	----

No Election.

Deputies to General Convention

(concurrence between orders required)

*Required votes:*Lay

156

Clergy

51

Lay Order

(two deputies & four alternates still to be elected)

Nancy Allaire

53

10

Patricia Apperson

24

11

Jim Church

116

41

Phyllis Gill

141

55

Lyn Goetz

77

19

Angela Mathias

94

30

Joyce McConnell

57

14

Janet McCully

37

16

No Election.**39. Capital Campaign Presentation**

Bishop Warner recognized Andy Pringle and the Reverend John Lambert, Co-Chairs of the Capital Campaign to make the presentation.

Andy Pringle reviewed the key elements of the capital campaign and reported that to date the Campaign has raised \$2.4 million, about one-third of the \$7.5 million goal, from 55 congregations and other individuals. Funds for the new pool at Camp Huston have been raised and the pool will be constructed in time for the next summer program.

Mel Matteson was introduced to outline the process for distribution of funds from the Endowment for Human Needs element of the Campaign. Each year at year end the Treasurer's Office will determine how much money has been accumulated from earnings of the Endowment. During the spring, the Human Needs Commission will develop suggestions from the Diocese at-large for potential uses of this money and present several options for discussion at the spring Pre-Convention Gatherings. Diocesan Council will then make a decision at their June or July meeting based on these discussions and the recommendations of the Human Needs Commission. As outlined in the campaign proposal, the Endowment is not intended to supplement budgets of existing outreach programs, nor is it anticipated that it will go for the same purpose or agency each year. The types of projects supported by the Endowment might range from providing emergency services in a disaster to addressing problems such as youth violence. Potential recipients might be congregation programs, diocesan sponsored agencies, programs of the national church or other non-profit agencies.

Andy Pringle thanked the Reverend Steve Gehrig, Co-Chair of the Capital Campaign during 1995, for all his hard work in launching the campaign, and introduced the Reverend John Lambert, current Co-Chair of the Campaign.

John Lambert said that it was the witness and testimony of Steve Gehrig as Campaign Co-Chair which got him involved in the Campaign and encouraged him to accept the appointment to be Co-Chair of the Campaign this year. John acknowledged Jean Leed and Gordon Imlay as members of the leadership team for the Campaign with resources and skills in fundraising and said that his goal would be to excite other people about the vision of the Campaign and encourage them to be a part of the vision.

Presentations were made by St. Augustine's, Freeland and Good Samaritan, Redmond on campaigns run in these congregations.

Andy Pringle reported that Resolution #8 offers thanks and praise to the 55 congregations which have participated in the Capital Campaign to date. Andy also gave members of the Convention an opportunity to make a pledge to the campaign.

Bishop Warner recognized the Reverend Donald Goodheart to present Resolution #8.

Resolution #8 - Capital Campaign Resolution

This resolution, submitted by Andy Pringle and the Reverend Stephen Gehrig, Campaign Co-Chairs, 1994-95, reads as follows:

RESOLVED, that this 85th Convention of the Diocese of Olympia celebrate the progress achieved to date in the diocesan-wide capital campaign; offer hearty thanks and congratulations to those congregations and members who have already offered their support; and encourage those planning to participate in the near future.

Explanation:

The programmatic goals of the diocesan capital campaign (adopted at the 1994 Convention) remain urgent: the Diocese of Olympia continues to have an unprecedented opportunity for church growth, especially in areas where population growth is rapid; a need to improve our shared facilities (including the Huston Camp and Conference Center, St. Andrew's House, and the Clergy Cottage); and a desire to increase our ministry in the world through an Endowment for Human Need. Many individuals and congregations responded immediately to this call, and have allowed us to reach 30% of our goal in the first year. Many of these congregations are prepared to keep the campaign goals in front of their members. Still more individuals and congregations have indicated a desire to participate but (for a variety of reasons) have not yet implemented campaigns. At this important juncture, it is most appropriate to offer recognition and thanks to those congregations and members who have already responded with their gifts and pledges.

Resolutions Committee recommends: DO PASS

Moved, seconded and PASSED.

40. Report on resolutions in response to the Bishop's Address
Postponed.

41. *Treasurer's Report*

Bishop Warner recognized Denny Bacon, Treasurer for the Diocese of Olympia to present his report.

Denny Bacon reported that the Treasurer's Office oversees compliance throughout the year with the \$3.5 million operating budget and, with the Board of Directors, has responsibility for the nearly \$50 million in assets of the corporation which are split largely between real estate and the endowment funds of the Diocese which pay for a significant portion of the operating budget. Denny reported that the Diocese ended 1994 with a \$47,000 surplus in the Operating Fund, due in part to unexpectedly large payments of past due assessments as well as careful management of all areas of our budget. Through September 1995, the Operating Fund is still maintaining a surplus, again due to larger than anticipated repayments of past due assessments.

The ERT (Early Response Team) a group from the Bishop's Office, Council, and the Treasurer's office, visited over 35 congregations in 1994 which were in financial trouble and unable to meet their assessment obligations. In practically every case, the ERT recommended for Council approval either a flexible payment schedule or outright forgiveness of past due amounts where appropriate. In 1995, the ERT team has visited 17 congregations, six of them for the second or third time, and has recommended nearly \$50,000 in assessment relief. The source of this money is the 4% shortfall reserve that Council sets aside each year in the budget for this purpose.

Denny reviewed the audit process and mentioned two things around the issue of the embezzlement of \$2.2 million dollars from the national church's budget by the former treasurer, Ellen Cooke. 1) Our Diocese has safeguards to prevent a similar occurrence such as: all checks over \$500 require two signatures, all funds of the Diocese are audited each year, including the Bishop's Discretionary Fund, and neither the comptroller nor the bookkeeper who write checks are authorized to sign on any of the diocesan accounts. 2) After an eight month search and two interim treasurers, the National Church has named Stephen Duggan of Ridgewood, New Jersey, as our Treasurer.

Denny proceeded to describe the four funds of the Diocese:

MISCELLANEOUS TRUST FUNDS: The trust and endowment funds of the Diocese invested in the James F. Hodges Investment Fund. December 31, 1994 balance - \$8,245,000. (15% of the diocesan budget is funded by the income from these funds.) Miscellaneous Trusts also hold \$1,493,000 for various congregations and institutions within the Diocese.

MISSION DEVELOPMENT FUND: Initiated as a vehicle to finance the purchase of land for future congregations, there are currently 12 loans totaling \$1.0 million in the MDF. At present, there is no money to lend from this Fund, but when the Capital Campaign is concluded, this fund will disburse money for land acquisition according to the development plan that will be adopted by the Council and other appropriate governing bodies in 1996 and beyond.

BUILDING LOAN FUND: Organized in 1949 by Dr. Hodges to provide temporary construction loan financing during the building boom that followed the end of World War II, the BLF has become the "lender of last resort" for congregations in desperate need of new or expanded facilities. At year end 1994, the fund had 17 loans outstanding totaling \$2.5 million. All of these loans are current in their payments and several have adopted an accelerated repayment plan in return for a reduced interest rate. This allows the Fund to replenish itself more quickly and hopefully give other borrowers access to this Fund. As with the MDF, the BLF will be a primary conduit of money from the Capital Campaign as it becomes available.

The Board of Directors and the Treasurer's office are also exploring alternative methods of raising the capital necessary to fuel the expansion of churches in Western Washington. One of the ideas being explored is the use of small bond issues, sold exclusively to members of the borrowing congregation, to help them raise the money to complete their projects. They are in conversation with three congregations about the possibility of bond issues.

JAMES F. HODGES INVESTMENT FUND (DIF): December 31, 1994, the market value of the fund was \$18,611,241, down \$673,186 from year end 1993. Per share value declined 3.59% from \$85.33 in 1993 to \$82.27 in 1994. Most of this decline came from the decrease in market value of our bond holdings. Through September 1995, market value of the DIF is over \$21 million and share price increased from \$82.27 at year end 1994 to \$97.87 as of September 30, 1995.

The 1996 budget, unanimously approved by Diocesan Council in August, is a budget that is \$158,139 larger than last year, that maintains a 4% shortfall, or \$115,776, for the ERT, and that supports the call from Convention last year for an assisting bishop to expand the much needed Episcopal presence within our congregations.

Denny thanked all congregations which support diocesan efforts through prompt attention to parochial reports, which are the foundation of the budget, as well as assessment and loan payments. He also reminded congregation representatives how important annual audits are for each congregation.

42. Insurance Committee Report

Bishop Warner recognized Bill Meacham, Chair of the Insurance Committee, to make the report.

Bill Meacham thanked Convention for the opportunity to review Insurance issues. The 1995 Convention supported a new direction for the Diocese in the area of insurance, especially on employee benefits.

Medical Insurance: Last year, Convention approved a major new direction in diocesan health care which directed our Diocese to drop the Church Insurance Company which we'd used for many years, beginning January 1, 1995, and join the Group Health Options plan. This was done mainly for financial reasons. Last year the Diocese was looking at a

20-25% rate increase with the Church Insurance Company. The Insurance Committee is pleased to announce that there will be no rate increase for 1996. Furthermore, if we maintain our current trends, we may see a rate reduction for 1997. All of the participants in the plan this year will be receiving a booklet from First Choice Network which could provide participants with an additional 15-20% savings on out-of-pocket expenses. In addition, the First Choice Network will help the Diocese by reducing diocesan costs by the same 15-20% which will be reflected in our premiums next year. In addition, if a participant selects Virginia Mason, which is also part of the network that Group Health is putting together, the participant will receive the 15-20% discount. We anticipate that next year Virginia Mason will be fully integrated into the Group Health Options plan.

Dental Insurance: A new dental plan through the Guardian Life Insurance Company has been adopted, with utilization very high. The Insurance Committee chose the Guardian plan to receive a substantial price savings, but because of the utilization figures anticipates a 15-20% rate increase for 1996. However, this increase is on a substantially smaller premium than the more than half million dollar medical premiums.

Short Term Disability: A new short term disability plan has been added in place of the prior life insurance plan of the Diocese. This was also done for a cost savings because the life insurance which was previously provided by the Diocese is now being provided by the Church Pension Plan. At this time no changes are anticipated in the short term disability plan.

Vision Plan: A vision service plan was added through the Vision Service Association, which is also being highly utilized and a 7% increase (which is less than \$.75/month) is anticipated.

Changes are in process, to go into effect in 1996, in the area of the retirees medical care. The retirees plan will be an added option with voluntary participation by our retired clergy. This option will be offered through Sisters of Providence and the Pacific Care Plan.

43. *Bishop's Cross Presentations*

About fifteen years ago, this man began to wonder whether he had ever made a real difference to anyone in his life, particularly in his work for the Public Health Department. He returned to his Episcopal Church roots and, over time, became increasingly involved as he continued his search for a deeper meaning in life.

In 1985, at the time of the famine in Ethiopia, he learned of the International Rescue Committee. His trip to the Ethiopian refugee camp just across the border in Sudan was the first of seven trips over the last ten years.

Until July of this year he was employed by the Southwest Washington Health District for some 26 years, working that entire time in environmental health. During those years he had established himself locally as an ethical and honest person to deal with, and at the state level was viewed as a leader in his field.

His employer honored his faith commitment in 1985 and gave him a leave of absence that enabled him to respond to the needs in Ethiopia. When he arrived in the camps, several hundred people were dying daily, mostly from preventable diseases caused by poor sanitation. Through his leadership and dedicated

efforts, the death rate plummeted to a few per week by the time his replacement arrived three months later. Other assignments included Africa, Bosnia, Georgia, and the U.S.S.R. He is currently serving in Bosnia.

Each trip is done at personal risk to his health and safety, and personal economic loss in that most of the time spent overseas was on a leave without pay basis.

His commitment has prompted other health professionals to volunteer their time, and he has been active in communicating his concerns to elected officials and others, sharing his personal observations and ideas about how to resolve the problems he encounters. It is with much pleasure that I present the Bishop's Cross to TOM BARTON who is now at this moment in Bosnia so I would like to present it to Gaye Barton, his wife.

Our Diocese encompasses several large cities. However, many, many of our congregations are part of small communities where the ministries are very personal and touch the lives of people in ways that those of us who live in larger cities may seldom experience.

How a particular small community responds to death is of special concern to a very special woman. She is an integral part of a team which coordinates a ministry of the churches in Darrington, Washington. That ministry ensures that when there is a death in the community there is a meal and reception provided in the community hall for the family and the guests at the service, bringing the entire community together to share the grief of one of their neighbors.

Children are another vital part of this community. In an effort to lower the rate of teen pregnancies, this special woman oversees a program by which teen girls and boys learn the reality of parenting an infant. A boy or girl is given a doll to take home and care for, twenty-four hours a day, for a specific length of time. The doll is programmed to cry, which can only be stopped by the parent – in this case the teen – caring for whatever it is the doll is programmed to need at that time. It's a lesson in Reality 101.

She is also an active member of her congregation, The Church of the Transfiguration, Darrington, giving unselfishly of her time and talent. It is with great pleasure that I present the Bishop's Cross to JUDY WAGNER

Bishop Warner recognized the youth presence at the 1995 Convention.

Michael Ball, St. John's, Olympia
Chris Barber, St. Clement's, Seattle
Scott Crawford, St. Clare's, Snoqualmie
Eric Matthew's, St. Luke's Sequim
Ben Pascal, St. Thomas/ All Saints, Bellevue

Angela Reynolds, St. Andrew's, Pt. Angeles
Liz Sundby, St. James, Kent
Erin Wigger, St. Margaret's, Bellevue
Jana Young, Christ Church, Puyallup

Robert Graham and Angie Mathias, Youth Coordinators

Pages

David Brustad, St. Matthew's, Auburn
Matthew Campbell, Bellingham
Sidney Chaves, St. Columba's, Kent
Danielle Morrison, Good Shepherd, Vancouver
Christian Eberharde, St. James', Sedro-Woolley

Tanya Graham, Grace Lutheran, Bellevue
Nikki Hamilton, St. Columba's, Kent
Todd Joslyn, St. John's, Olympia
Brad Morrison, Good Shepherd, Vancouver
Scott Coleman, St. James, Kent

36. Third Ballot - Rescheduled

The Very Reverend Fred Northup withdrew his name from the ballot for clerical deputy to General Convention. The Reverend Norman S. Johns withdrew his name from the ballot for the clerical position on the Standing Committee.

45. Presentation - Cambodian Ministries

Cambodian members of our congregations at Holy Family of Jesus, Tacoma and St. John's, Olympia made a presentation to the Convention incorporating music and prayer.

46. Project '96 Task Force Report

Bishop Warner recognized members of the Task Force, the Reverend Dick Scott, Marie Fuller, Robert Graham, Leann Torgerson and the Reverend Tom Halbrook to make the report.

The Project '96 Task Force was appointed by, and is accountable to, the Governing Bodies. The Governing Bodies are the Board of Directors, the Standing Committee, the Diocesan Council and the Office of the Bishop. These bodies saw a need for an examination of the ways the governance of our Diocese is structured and decided to appoint a task force to develop a model and make recommendations pertaining to possible restructuring.

The charge given to the Task Force was to look at the various aspects of ministry and the various aspects of how the Diocesan Council, the Convention, and the committee structure operate; and to look at these in a transformational way. The Task Force feels that if we merely tinker around the edges we will never come to real transformative change, and the Task Force feels that we need to move toward transformative change in order for our Diocese to live into the vision and the vision objectives that we as a community have been living out the last four or five years.

The Task Force is comprised of lay and ordained members of the church.

- ◇ We are stakeholders, and have an interest in the outcome.
- ◇ We are reflective of geographical representation.
- ◇ We have a good track record of working well as team members.
- ◇ We are open to new ideas and possibilities.
- ◇ We have credibility within the Diocese.

The Task Force has been meeting for three hours every two or three weeks since June, 1995. While the agenda has been open to any and all discussion topics, the Task Force has concluded that the Diocesan Vision statement and Objectives, and the Servant Leadership model will be the core for making decisions. Presently, the Task Force is focusing on the benefits of transformational change versus incremental change. Incremental change would only modify the present structure, whereas transformational change would help energize the Diocese and allow for a more creative process.

The areas in the present structure under discussion include:

1. Diocesan Convention - its structure and size.
2. Diocesan Council - its purpose and mission.
3. The commission system.

The intention of the Task Force is to present recommendations for a proposed model at the 1996 Diocesan Convention.

Table groups were asked to discuss the following question:

What is the most important thing for the Project '96 Task Force to keep in mind as we plan for diocesan structure and change?

Bishop Warner recognized the Reverend Donald Goodheart to present resolution #10.

Resolution #10 - Diocesan Structure

This resolution, submitted by the members of the Project '96 Task Force, reads as follows:

BE IT RESOLVED, that this 85th Diocesan Convention urge the Project '96 Task Force to continue to use the diocesan Vision and Vision Objectives as the basis for examining the current diocesan structure, AND BE IT FURTHER RESOLVED, that this Task Force present to the 1996 (86th) Diocesan Convention a specific proposal for a transformed diocesan structure.

Explanation:

The diocesan Vision was developed in 1990. Since then the Diocese - our congregations, convocations, programs, governance - has moved to implement the Vision in a variety of ways. There has been increasing concern that the diocesan structure does not adequately express the values we hold; e.g., the representation of congregations to diocesan Convention, regional groupings, manner in which Diocesan Council is elected, how program is carried out. Appointed by the Governing Bodies - Diocesan Council, Board of Directors, Standing Committee, Office of the Bishop - the Project '96 Task Force has begun this work. This resolution calls for your support of the continuing work of the Task Force with its responsibility to present specific resolutions for action to the 1996 Diocesan Convention.

Resolutions Committee recommends: DO PASS

Resolutions Committee Rationale: This Task Force is at least the second body which has been asked to study the diocesan structure within the past few years in light of our Vision, and to make recommendations for change. The Resolutions Committee would encourage a clearly stated and open process to involve the Diocese in formulating the plan before it is presented to the next Convention.

Moved, seconded and PASSED.

40. Report on resolutions in response to the Bishop's Address - Rescheduled

Bishop Warner recognized the Reverend Donald Goodheart to present the resolutions in response to the Bishop's Address. Four resolutions evolving from the Bishop's Address have been considered by the Resolutions Committee and require a majority vote to be considered by the Convention. All four resolutions with explanation and recommendation were presented at the same time for consideration.

Resolution #15 - Youth Presence in Our Lives

RESOLVED, that the 85th Convention of the Diocese of Olympia affirm the presence of the youth of our Diocese during this Convention. BE IT FURTHER RESOLVED that, in the spirit of

Resolution D115a from the 1994 General Convention of the Episcopal Church, the Committee on Privilege work to increase the youth presence at future Conventions of this Diocese in accord with the Canons of the Church.

Explanation: Resolution 115a states:

RESOLVED, that the 71st General Convention allow, support, and accept seat and voice for the official Youth Presence of the General Convention; and be it further RESOLVED, that seat and voice be allowed, supported, and accepted for youth at their respective diocesan Conventions.

Resolution #16 - Building Toward Partnership

RESOLVED that this 85th Convention of the Diocese of Olympia affirm and embrace our Diocesan Vision of becoming one people of God who proclaim boldly by word and action the reconciling Gospel of Jesus Christ and encourage the values of servant leadership in the work of the diocesan leadership, parishes, and missions as we build in partnership for mission.

Explanation:

The Diocesan Vision and the values of the Diocese of Olympia are meant to be the driving force for the governing bodies and commissions of the Diocese. To have this Convention affirm the vision and values clarifies the direction we move and the way we build partnership for mission.

Resolution #17 - Episcopal Assistance as we Greet the Challenge of Growth

RESOLVED, that this 85th Convention of the Diocese of Olympia, in response to Bishop Warner's call for the establishment of the position of Assisting Bishop, approve this request.

Explanation:

The National Canons require that the Bishop receive the approval of the Standing Committee to go to Convention with the request. That approval was recorded in the October 3, 1995 minutes of the Standing Committee. The Resolutions Committee is aware of the support shown for the Assisting Bishop position by both the Diocesan Council and Pre-Convention Gatherings, but it is also mindful of the continuing discussion in the Diocese about whether such assistance should come from an Assisting Bishop or a Suffragan Bishop.

Resolution #18 - Claiming Our Mission for Church Growth

RESOLVED, that this 85th Convention of the Diocese of Olympia, in response to Bishop Warner's clear call for us to be intentional about our mission of church growth; affirm wholeheartedly our purpose to extend the growth of the Episcopal Church in Western Washington.

Explanation:

In accord with Christ's commission to "go therefore to all peoples, baptizing them in the name of the Father, Son and Holy Spirit," the apostles were sent out two by two. So we go out in partnership for growth.

Moved, seconded and PASSED to consider the four resolutions. Each resolution was considered individually.

Resolution #15 - Youth Presence in Our Lives

RESOLVED, that the 85th Convention of the Diocese of Olympia affirm the presence of the youth of our Diocese during this Convention. BE IT FURTHER RESOLVED that, in the spirit of

Resolution D115a from the 1994 General Convention of the Episcopal Church, the Committee on Privilege work to increase the youth presence at future Conventions of this Diocese in accord with the Canons of the Church.

Resolutions Committee recommendation: DO PASS

Moved and seconded.

Amendment moved and seconded requesting that "seat , voice and vote" be given to youth representatives at future Conventions.

Discussion on the amendment included definitions of "youth" and concern expressed over the canonical implications of the amendment. It was also questioned whether granting "vote" to one constituency would lead to other constituencies and special interest groups asking that they be given vote also. Concern was also expressed that this amendment could change the balance of delegates and interfere with delegate selection.

Moved to refer the amendment to the Constitution and Canons Committee. **Seconded and PASSED.**

It was noted that the motion to refer the amendment to Committee included the original motion. It was questioned whether a value judgement such as this should be relegated to committee.

Moved to reconsider Resolution #15 as originally proposed by the Resolutions Committee. **Seconded and PASSED.**

Amendment moved to add a new clause to the resolution: "Be it further resolved, that in the spirit of resolution D115a from the 1994 General Convention, this Convention encourages our congregations to be clear and intentional in electing faithful members of age 16 to 21 as delegates and alternates to Diocesan Convention."

Seconded and PASSED.

Motion as amended PASSED.

Resolution #16 - Building Toward Partnership

RESOLVED that this 85th Convention of the Diocese of Olympia affirm and embrace our Diocesan Vision of becoming one people of God who proclaim boldly by word and action the reconciling Gospel of Jesus Christ and encourage the values of servant leadership in the work of the diocesan leadership, parishes, and missions as we build in partnership for mission.

Resolutions Committee Recommendation: DO PASS

Moved, seconded and PASSED.

Resolution #17 - Episcopal Assistance as we Greet the Challenge of Growth

RESOLVED, that this 85th Convention of the Diocese of Olympia, in response to Bishop Warner's call for the establishment of the position of Assisting Bishop, approve this request.

Resolutions Committee Recommendation: DO PASS

Moved, seconded and PASSED.

Resolution #18 - Claiming Our Mission for Church Growth

RESOLVED, that this 85th Convention of the Diocese of Olympia, in response to Bishop Warner's clear call for us to be intentional about our mission of church growth; affirm wholeheartedly our purpose to extend the growth of the Episcopal Church in Western Washington.

Resolutions Committee Recommendation: DO PASS

Moved, seconded and PASSED.

47. Governing Bodies Reports

Postponed to the afternoon.

48. Recognition of retiring Governing Bodies members

Postponed to the afternoon.

38. Report of the Third Ballot - Rescheduled**Standing Committee**

(concurrence between orders required)

Required votes:

Lay

164

Clergy

53

Clerical Order (one position available)

The Reverend Charles D. Ridge

174

50

The Reverend Joseph Tiernan

147

54

No Election.

Deputies to General Convention

(concurrence between orders required)

Required votes:

Lay

164

Clergy

53

Clerical Order

(two deputies & four alternates still to be elected)

The Reverend Kevin Bond Allen

129

35

The Reverend Diane Brelsford

30

11

The Reverend Mary Jane Francis

85

40

The Reverend Donald Goodheart

114

42

The Reverend John Lambert

123

42

The Reverend Joann Paolozzi

152

36

No Election.

Deputies to General Convention

(concurrence between orders required)

*Required votes:*Lay

164

Clergy

53

Lay Order

(two deputies & four alternates still to be elected)

Nancy Allaire

37

11

Patricia Apperson

25

6

Jim Church

153

52

Phyllis Gill

182

66

Lyn Goetz

66

18

Angela Mathias

112

23

Joyce McConnell

34

14

Janet McCully

22

7

Elected: Phyllis Gill***50. Noonday Prayers***

Noonday Prayers were led by Roy Tripp, Seminarian at CDSP.

44. Fourth Ballot - Rescheduled

The Reverend John Schaeffer explained the procedures for the fourth ballot as outlined for the Standing Committee in Article X, Section 1 and Deputies to General Convention in Article XII, Section 4 of the Constitution of the Diocese of Olympia. Each order (clerical and lay) was instructed to vote only in their order. Bishop Warner declared the polis open for ten minutes and recessed Convention for lunch.

52. Convention was reconvened after lunch with singing of a hymn.***49. Report of the Fourth Ballot - Rescheduled***

Each order (clerical and lay) was to vote only for candidates in their order. A majority was not required to elect.

Standing CommitteeClerical Order (one position available)

The Reverend Charles D. Ridge

Clergy

51

The Reverend Joseph Tiernan

54

Elected: The Reverend Joseph Tiernan

Deputies to General Convention**Clerical Order****Clergy**

(two deputies & four alternates still to be elected)

The Reverend Kevin Bond Allen	29
The Reverend Diane Brelsford	13
The Reverend Mary Jane Francis	36
The Reverend Donald Goodheart	47
The Reverend John Lambert	47
The Reverend Joann Paolozzi	31

Elected: The Reverends Don Goodheart and John Lambert - Deputies***The four remaining candidates were elected as alternates in order of votes received.*****Lay Order****Lay**

(one deputy & four alternates still to be elected)

Nancy Allaire	18
Patricia Apperson	8
Jim Church	164
Lyn Goetz	25
Angela Mathias	83
Joyce McConnell	7
Janet McCully	6

Elected: Jim Church - Deputy. Angela Mathias, Lyn Goetz, Nancy Allaire, and Patricia Apperson elected as alternates.**Elections recap****Diocesan Council** (four year terms)

The Reverend Stephen E. Moore, Robert Graham, and Susan Kirschner

Standing Committee (four year terms)

The Reverend Joseph Tiernan and Helen Rogers

Cathedral Chapter (three year terms)

The Reverend Mary L. Jellison and Dorothy Anne (Dottie) Thompson

Deputies and Alternates to the 1997 General Convention in Philadelphia**Clerical Order****Deputies**

The Reverend Robert L. Christie
 The Reverend Paul M. Collins
 The Reverend Donald Goodheart
 The Reverend John Lambert

First Alternate:

The Reverend Mary Jane Francis

Second Alternate:

The Reverend Joann Paolozzi

Third Alternate:

The Reverend Kevin Bond Allen

Fourth Alternate:

The Reverend Diane Brelsford

Deputies and Alternates to the 1997 General Convention in Philadelphia

Lay Order

Deputies:	Duncan A. Bayne James H. Allendoerfer Phyllis Gill Jim Church
First Alternate:	Angela Mathias
Second Alternate:	Lyn Goetz
Third Alternate:	Nancy Allaire
Fourth Alternate:	Patricia Apperson

54. Report of the Racism Task Force

Bishop Warner recognized Shirley Noble-Wingert, Chair of the Racism Task Force to present the report.

Shirley Noble-Wingert reported the following:

- The Bishop's Racism Task Force has been working on continuing efforts to address racism using the House of Bishops Pastoral Letter on Racism as a tool.
- The Task Force feels that the Sunday morning worship service is the most segregated time of any week.
- To tackle the problem of racism we must begin with our own attitudes, experiences and assumptions; decide how we interact with our own ability to confront racism; and work together to create a new personal vision.
- Our church must become more inclusive; everyone must be considered an integral part of the life of our church community at all levels.

Table groups were asked to share with each other the following:

Share a story about when you first became aware that you felt superior or inferior to another person because of race.

Bishop Warner recognized the Reverend Donald Goodheart to present resolution #12.

Resolution #12 - Appointment of standing Committee on Racism

This resolution, submitted by the Racism Task Force, reads as follows:

RESOLVED, that this 85th Convention of the Diocese of Olympia call for the appointment by the Bishop of a standing Committee on Racism to serve as a continuing resource and advocate for inter cultural diversity in our diocesan family. AND BE IT FURTHER RESOLVED, that each congregation identify two congregation members to serve as contact persons to work with the diocesan Committee on Racism in combating racism and promoting inter cultural diversity.

Explanation:

We recognize that we are a body that is itself infected with racism, and it is our pastoral responsibility to proclaim the vision of God's creation in which the dignity of every human being is honored.

Resolutions Committee recommends: DO PASS

Moved and seconded.

Amendment moved to substitute "multi-cultural exploration" for "racism" wherever "racism" is used in Resolution #12. *Seconded.*

Discussion on the amendment included: To make this change in order to focus on the positive rather than the negative; the need to not dilute the focus of the Committee or soften the impact by calling it an ethnic group; and the work which went into the wording of the original resolution by the Racism Task Force.

Amendment FAILED.

Amendment moved to include persons with disabilities in the scope of Resolution #12. *Seconded.*

Discussion on the amendment again included the diversity of possibilities in this area and the need to keep the issues as separate as possible.

Amendment FAILED.

Main Motion, as originally submitted, PASSED.

55. Bishop's Cross Presentation

A people person. Those who know this man would probably begin with those words, and they certainly do fit. In his younger years he was the adult who stayed with the "on-duty" boy when the Boy Scouts sold Christmas trees at St. George's, Seattle, he was the one who was always available for the 50 mile hikes. More recently his acts of kindness include such things as providing transportation to the grocery store and visiting those experiencing difficulties in their life.

Hospitality is important to him. The conversation over Sunday coffee happens each week after week because of his oversight of the kitchen.

But it's during the week that this gentleman really shines these days. Three days a week he greets the elderly clients of the Shoreline Adult Day Center and serves them lunch, all the while showing care and concern for each individual. On Tuesday afternoons he's actively engaged with the local elementary students who participate in the L.A.F. program (Learning, Activity, and Fun), helping them with their homework, playing games, helping to nurture these youngsters, many of whom do not get enough nurturing elsewhere in their lives. You will also find him at the local high school on a regular basis, where he assists the math teacher in the classroom, and tutors young people one-on-one.

It is with great pleasure that I present the Bishop's Cross to BILL HADLEY

As this gracious woman goes about her life and ministry with a strong sense of commitment and a strong sense of humor – now there's an invaluable combination – each person she encounters knows they are truly members of the same Christian family.

A teacher by profession, now retired, she brings her gifts to L.A.F. (Learning, Activity and Fun) encouraging elementary school children to be the best that they can be. This program is a critical source of stability for many of the children who attend, and her kindness is often shelter from outside problems.

She is active in the Jubilee Dinners provided by St. George's and St. Andrew's, Seattle for the homeless and those in need. Each Tuesday morning at the local food bank, sponsored by area churches, people know that they will be greeted with a smile and by name, which provides a sense of dignity to those who have so little.

With her husband, she volunteers at SPICE, a program for retired people, helping to cook special meals, encouraging enjoyable activities and promoting outreach in which many retired people participate.

This lovely lady is a person who makes it her job to make others feel special, and by doing so becomes special to them as well. It is with much pleasure that I present the Bishop's Cross to ETHEL HADLEY

56. Report of the Resolutions Committee

Postponed until after item #57.

57. Personnel Committee Report

Bishop Warner recognized the Reverend Donald Mackay, III, Chair of the Personnel Commission to present the report.

Convention members were asked to refer to the report of the Personnel Commission contained in the packets.

*Moved, seconded, to adopt sections I, II, and III on page 1 of document 95/E/1. After discussion of the 3.5% increase, the motion **PASSED**.*

Section VII, page two, document 95/E/1: The Personnel Commission was charged by this Diocese, in 1989, to develop a policy on severance/unemployment compensation. The Chancellor has suggested that this Convention adopt "for study and comment" this section of the report between now and the next Diocesan Convention so that input may be gathered from all employing units in the Diocese which would be affected by this policy. Input would be considered by the Personnel Commission in preparation for a final report at Convention 1996 which could be adopted and implemented as Diocesan policy.

*Moved to adopt section VII, page two, document 95/E/1 for study and comment with a final report to the 1996 Diocesan Convention. **Seconded**.* The inclusion of the same information in the Clergy Compensation Manual was questioned and it was agreed that this motion would also include that section of document 95/E/5 which refers to the severance/unemployment compensation policy.
Motion PASSED.

New item, #14, document 95/E/1, page 13. Temporary inhibition under Title IV. The words that the Personnel Commission put together on this particular issue are now in the hands of our Chancellor and it is hoped that a final draft of this form, after it has been carefully examined, will be back in the hands of the Commission by the end of the year. Congregations will receive it at that time.

Moved, seconded to accept the entire report of the Personnel Commission. After discussion the report was accepted by the Convention. (A copy of the complete report can be found in Section 3, page 109 of this Journal.)

Bishop Warner recognized the Reverend Donald Goodheart to present resolution #9.

Resolution #9 - Personnel Handbook

This resolution, submitted by the Personnel Commission, reads as follows:

RESOLVED, that this 85th Convention of the Diocese of Olympia adopt the Personnel Commission's 1995 handbook of policies, AND BE IT FURTHER RESOLVED, that these policies are the standards of employment, superseding policies adopted previously.

Explanation:

There are frequently questions regarding employment policies as they have been adopted by various conventions beginning in 1980. Some years Convention has sent a policy back to the Commission for further work and no resolution has occurred. This handbook offers very little new material, but does summarize in one place all policies in order to provide easy use and reference.

Resolutions Committee recommends: DO PASS

Moved, with the understanding that it was previously amended by another resolution. Seconded and PASSED.

56. Report of the Resolutions Committee - Rescheduled

Bishop Warner recognized the Reverend Donald Goodheart to present Resolution #11 and Courtesy Resolutions #14.

Resolution #11 - 1997 Diocesan Assessment Rate Factor

This resolution, submitted by the Diocesan Council, reads as follows:

RESOLVED, that this 85th Convention of the Diocese of Olympia approve the Diocesan Council's recommendation that the 1997 diocesan Assessment Rate Factor be set at 21.5% of Net Disposable Income.

Explanation:

In accordance with Canon 7, the diocesan Assessment Rate is determined by the Diocesan Convention for the second year of assessment following determination; thus, the 1995 Convention sets the 1997 Assessment Rate. It is the Diocesan Council's recommendation that the current rate of Assessment be maintained to provide sufficient income for the mission and ministry of the Diocese, including support for the work of the wider Church beyond this Diocese.

Resolutions Committee recommends: DO PASS

Resolutions Committee Rationale: The Convention is charged with the responsibility of passing a resolution on the assessment rate, and the Resolutions Committee therefore recommends that it do so. However, the Committee is also mindful of the past and on-going debate within the Diocese over the appropriate assessment rate. To attempt to direct or influence this debate by taking a position on the amount of the assessment is beyond the purview of the Committee.

Moved, seconded and PASSED.

Resolution #14 - Courtesy Resolutions

The Courtesy Resolutions were read and voted upon as a whole. They read as follows:

- (i) *BE IT RESOLVED, that the 85th Annual Convention of the Diocese of Olympia send its love and best wishes to Lillian, beloved wife of Ivool Curtis; and to our retired bishop Robert Cochrane, and his wife Terry.*
- (ii) *BE IT RESOLVED, that the 85th Annual Convention of the Diocese of Olympia send its greetings to the Right Reverend David Cochran, retired Bishop of Alaska, and to Mary his wife; to the Right Reverend Lane Barton, retired Bishop of Eastern Oregon; and the Right Reverend Charles Burgreen, retired Suffragan Bishop of the Armed Forces, and his wife, Helen, with thanksgiving for their ministry among us.*
- (iii) *BE IT RESOLVED, that the 85th Annual Convention of the Diocese of Olympia send its warm greetings to our Presiding Bishop, the Most Reverend Edmond Browning and his wife Patti, and express thanksgiving for their leadership in our midst.*
- (iv) *BE IT RESOLVED, that the 85th Annual Convention of the Diocese of Olympia send condolences to Jacquie Clapp, widow of Norton Clapp, and express, once again, thanksgiving for Norton's life and ministry.*
- (v) *BE IT RESOLVED, that the 85th Annual Convention of the Diocese of Olympia send its warm greetings and congratulations to St. Matthew's, Auburn, celebrating their Centennial year in 1995.*
- (vi) *BE IT RESOLVED, that the 85th Annual Convention of the Diocese of Olympia send its congratulations to St. Hugh's, Allyn, who, on All Saint's Eve, consecrated their new church building.*
- (vii) *BE IT RESOLVED, that the 85th Annual Convention of the Diocese of Olympia offer thanksgiving for the ministry of the Reverend Michael Creighton, particularly for his recent leadership as Chair of the Commission on Ministry; and wish him and his wife, Betty, God-speed as Mike assumes his responsibilities as Bishop Elect of the Diocese of Central Pennsylvania.*
- (viii) *BE IT RESOLVED, that the 85th Annual Convention of the Diocese of Olympia offer thanksgiving for the ministries of Ms. Pearl LaRonde and Ms. Nancy McIntosh, retired members of the diocesan staff.*
- (ix) *BE IT RESOLVED, that the 85th Annual Convention of the Diocese of Olympia express its thanks and appreciation for the leadership of the Reverend Joann Paolozzi as President of the Standing Committee.*
- (x) *BE IT RESOLVED, that the 85th Annual Convention of the Diocese of Olympia express its thanks and appreciation to Mr. Denny Bacon, Treasurer of the Diocese, for his visionary and thoughtful leadership in directing the financial stewardship of our Diocese in these challenging times.*

- (xi) *BE IT RESOLVED, that the 85th Annual Convention of the Diocese of Olympia express its thanks and appreciation for the long hours and thoughtful counsel provided by our Chancellor, Donald Mullins, Esq., and Vice-Chancellor, Duncan Bayne, Esq., who embody a Christian understanding of what, because of the law we have the right to do, balanced against what is the right thing to do, and daily give freely of their time and talent.*
- (xii) *BE IT RESOLVED, that the 85th Annual Convention of the Diocese of Olympia express its thanks to all persons - clergy and lay - who have given freely of their time and talents to provide the leadership for the Diocese over the past year, especially those who are completing their terms on Council, various Boards, Commissions, Committees and Task Forces.*
- (xiii) *BE IT RESOLVED, that the 85th Annual Convention of the Diocese of Olympia express its thanks to the Secretary of Convention, the Reverend John G. Schaeffer and to those who assisted him in preparing for this Convention.*
- (xiv) *BE IT RESOLVED, that the 85th Annual Convention of the Diocese of Olympia express its thanks for the ministry of all who have worked so hard on this Convention's planning; for the Chair of Dispatch of Business, Mrs. Phyllis Gill, and Ms. Dede Dunn, Assistant Secretary of Convention for their dedicated and effective work.*
- (xv) *BE IT RESOLVED, that the 85th Annual Convention of the Diocese of Olympia express its thanks to those who planned our worship, served as pages, tellers and in other capacities behind the scenes, making it possible for this Convention to be together to share its stories and conduct its business to the Glory of God.*
- (xvi) *BE IT RESOLVED, that the 85th Annual Convention of the Diocese of Olympia express its most sincere thanks to the clergy and people of Christ Church, Tacoma, the host parish for this Convention; and especially for the work of Patty Smith and Bill Gill, Co-Chairs of the Host Parish Committee; Tim Miller, Exhibits Chair; Brian Thomason & Dawn Sparks, Registration Co-Chairs; Eroline Martyn & Cheri Endicott, Banquet Co-Chairs; and Bob & Joan Dillingham and Dick & Pam Stowers, Hospitality Committee.*
- (xvii) **Peacemaking.** Submitted by the Rev. Fletcher Davis and the Rev. Stanley G. Fowler, Jr. *RESOLVED, that this 85th Convention of the Diocese of Olympia extends its condolences, love and support to Leah Rabin and her family, the people of Israel, the people of the Diocese of Jerusalem, the Palestinians, and peacemakers everywhere; and Stands in solidarity with the witness of Shimon Perez, and Nobel Peace Prize winners Yitzak Rabin and Yassir Arafat in their vision and efforts to bring peace to the troubled land which has been the cradle of Judaism, Christianity, and Islam; and Pledges tangible support of peace-making as the call of Christ to all who follow Him by engaging ourselves in prayer and deeds for peacemaking as God gives us opportunity.*
- (xviii) *RESOLVED, that this 85th Convention of the Diocese of Olympia offer thanksgiving for the life and ministry of Evelyn Shipman Fitzsimmons as Secretary of Vocations.*

- (xix) *RESOLVED, that this 85th Convention of the Diocese of Olympia send its condolences to the people of the Russian Orthodox Diocese of Saint Petersburg and Ladoga, on the passing away of their Metropolitan John; With our gratitude to God for his life of Christian witness in Russia, and in particular for his warm Christian hospitality extended to our Bishop Vincent, and the delegation with him, in 1991; and for his blessing and prayerful support over many years for the work of the Seattle - Saint Petersburg Sister Churches Program; and With our prayers for the clergy and people of Saint Petersburg as they await their next chief pastor.*
- (xx) *RESOLVED, that the 85th Annual Convention of the Diocese of Olympia send its warmest congratulations to Mr. Stephen Duggan, the newly elected Treasurer of the Domestic and Foreign Mission Society, the Episcopal Church's corporate entity, as well as Treasurer of General Convention, the Church's chief legislative body. It is the fondest wish of this Convention that Mr. Duggan will strengthen and reaffirm the financial integrity of our beloved Church.*

Courtesy Resolutions moved, seconded and PASSED.

47. Governing Bodies Reports - Rescheduled

Bishop Warner recognized Betsy Greenman (Office of the Bishop), Barbara Fox and Curt Zimmerman (Diocesan Council), the Reverend Hollis Williams (Board of Directors) and the Reverend Allan Parker (Standing Committee) to present their reports.

Office of the Bishop

Convention members were asked to review document 95/F/6, written report of the Governing Bodies. Convention members were asked to remember one word about the way the Office of the Bishop has been working the last year and the way the Office of the Bishop will continue to work - relationships. The Office of the Bishop has been trying to work together, to continue to broaden relationships with congregations and with the wider church. The Office of the Bishop has also been working together within the House to deepen relationships as a working staff, and have been trying to work, as we work with different committees and commissions, to bring interrelationships to those people who are working together with congregations.

Diocesan Council

The focus of the Diocesan Council during the past year has been to work on behalf of all congregations in a collaborative manner to enhance the ministry of the diocesan community using the servant leadership values. The Diocesan Council acknowledges the work of the Project '96 Task Force and acknowledges that the result may mean change for the Diocesan Council. The Council is willing to accept this change.

Commission for Congregations

The Reverend Curt Zimmerman reviewed the report of the Commission for Congregations with Convention members. *(The complete report of the Commission for Congregations can be found in section 3, page 83 of this Journal.)*

Board of Directors

The Board of Directors tries to do two things.

1. To make more money from the assets we have and manage the property of the Diocese.
2. To make money available to congregations which need money.

The Board of Directors has supported the efforts of the Capital Campaign to raise money to lend to congregations. The Board has tried to make as much money available as possible at any given time from the assets of the corporation as worthwhile projects have been identified. To encourage prompt payment of loans, the Board has sweetened interest rates for those congregations which have the ability to pay loans back sooner so that the money can be kept in circulation. One of the really helpful things that has happened in the Diocese over the past five years is that the isolation that each of the governing bodies has had in some respects is being diminished and the communication and the efforts at coordinating understanding around the mission values, around the priorities of the Diocese with Council, and the CDC, have been very crucial in our ability to place money at the point where it does the most good in the Diocese.

Standing Committee

The Standing Committee gives consent to persons for holy orders, ordinations, and election of bishops, bishops coadjutor, or bishops suffragan around the country. In addition to that, the Standing Committee gives consent to the alienation of property for parishes. One of them unfortunately slipped past the report and is not in there. This past year the Standing Committee gave consent to St. Paul's, Bellingham to take out a loan for their present construction project. Much of what the Standing Committee does does not appear in the minutes and does not appear in the report. The Standing Committee acts as a council of advice to the Bishop and every month he comes to the meeting and spends a good deal of time sharing with the Committee some of the concerns and problems that he is facing and asks for consent, council and guidance. This year the Standing Committee has been looking at what our role is as a governing body. There would be a time when the Standing Committee would govern; if we had no Bishop. Without a Bishop the Standing Committee would become the ecclesiastical authority of the Diocese. The Standing Committee also works very closely with the Commission on Ministry.

(Transcripts of the written reports of the Governing Bodies can be found in Section 3 of this Journal as follows: Board of Directors - page 77, Diocesan Council - page 88, Office of the Bishop - page 107, and Standing Committee - page 131.)

48. Recognition of retiring Governing Bodies members - Rescheduled

Bishop Warner asked the following retiring members of the Governing Bodies to come forward to be recognized and thanked them for their work.

Board of Directors

Mr. David Sprague

Mr. Curtis G. Young

Diocesan Council

Mr. Andrew Pringle
Mr. JP Harrison

The Reverend John Glase
Mr. Jack Lyons

Standing Committee

Mrs. Teddy Mitchell

The Reverend Allan Parker

58. Commissioning of Governing Bodies members

A short ceremony commissioning new members of the various Governing Bodies was presented.

Bishop Warner asked the diocesan staff to stand and come forward. This is just a wonderful group of people. They enjoy working on behalf of this community gathered here and all the community of Episcopalians in Western Washington and beyond. But we also enjoy being together and working together as a staff. We work long and hard, but we also have some times for laughter and some real joy and we offer thanksgiving for your partnership and our partnership with you in ministry.

Bishop Warner also thanked the Liturgy and Music Committee for the music and Liturgy booklet for the Convention.

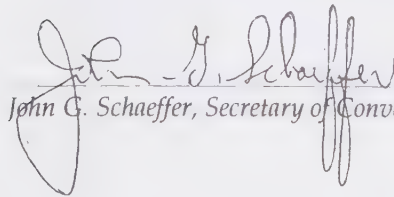
59. An Order for the Blessing of Travelers

Bishop Warner officiated.

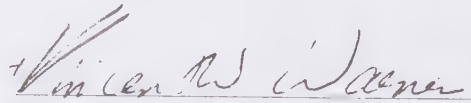
60. A closing hymn was sung by all.**Adjournment**

Convention was adjourned with the reminder that the 1996 Convention will be held at the Sheraton Convention Center, Tacoma, on October 25th and 26th.

Certified:



John G. Schaeffer, Secretary of Convention



Vincent W. Warner, Bishop of Olympia

SECTION 2

*Bishop's
Address
to the
1995 Diocesan
Convention*

BISHOP'S ADDRESS – 85TH DIOCESAN CONVENTION, 1995

From Luke 10, the commissioning of the 70 disciples. *"After this the Lord appointed 70 others and sent them out ahead of him, in pairs, to all the towns and places he himself would be visiting. And he said to them, 'The harvest is rich, but the laborers are few. So ask the Lord of the harvest to send laborers to do his harvesting. Start off now, but look, I am sending you out like lambs among wolves. Go ahead....look for laborers to help with the harvest..... the harvest is ready, rich and full.....just remember, you go out there like lambs among wolves....'"* And with these words, Jesus sends out the 70 disciples.

As I reflected on this passage, I thought of the words of Theodore Roethke, poet and professor of English at Washington University, who wrote: *"In a dark time, the eyes begin to see."* And I realized that I am reading this portion of Luke with different eyes than the eyes I've read it with before. I see it with the eyes of 1995, the late twentieth century. I understand the passage with eyes that know we are going through times of great possibilities and great hope yet, at the same moment, times of great barriers and anxiety. I read this passage with the eyes of a Bishop of a vibrant, lively, faithfilled diocese which at the same time faces barriers of geography, complexity, economics and strategy. We have opportunities and challenges in carrying out the ministries to which Christ calls us.

Let us imagine what the conversations might have been like for those 70 disciples as they gathered with Jesus. Can you hear the questions? Where do you want us to go? What are we supposed to say? Why should people respond to this Call? How do you want us to report in? What if a team of two is incompatible? Which town is the highest priority? What if we can't get people to respond? What do you mean lambs among wolves?

But Jesus' instructions were clear: *"carry no purse, no bag, no sandals, greet no one on the road...Whatever house you enter first say: 'Peace to this house!' Remain in the house, eat whatever is provided, cure the sick and say: 'the kingdom of God has come near to you.' If you do not receive peace or welcome go into the street, and say: 'Even the dust of your town that clings to our feet, we wipe off in protest to you. Yet know this: the kingdom of God has come near'....Jesus probably did not end his instructions with: 'have a nice day' or 'bon voyage'...It was more like – 'just do it.'"*

And so we, the Episcopal Christians of Western Washington, inherit this commission... We are called and sent into our towns and villages to look for laborers to bring in the harvest...The harvest is rich, it is ready....What do you mean lambs among wolves!!!

And what do we face at this sunset of the twentieth century with the dawn of the next millenium upon us?

As I write this address the shadow of the assassination of Yitzhak Rabin, Prime Minister of Israel falls over the world. A man who, in the course of his life, moved from being a warrior to a peacemaker. As a warrior he survived many battles; as a peacemaker, left vulnerable to those who were against a movement that would bring peace between Israel and its traditional enemies, he lost his life.

Today many things indicate that we are going through a transitional period when it seems that something is on the way out and something else is painfully being born. It is as if something were crumbling, decaying and exhausting itself, while something else still indistinct were arising from the rubble. The distinguishing features of such transitional periods are a mixing and blending of cultures and a plurality or parallelism of intellectual and spiritual worlds. These are periods when all consistent value systems collapse. When cultures distant in time and space are discovered or rediscovered. New meaning is gradually born from the encounter or the intersection of many different elements. The central task of the final years of this century, then, is the creation of a new model of coexistence among various cultures, people, races, and religious spheres within a single interconnected civilization. It is clearly necessary to invent organizational structures appropriate to the present multi-cultural age. But such efforts are doomed to failure if they do not grow out of something deeper, out of generally held values. These words were spoken by Vaclav Havel, the President of the Czech Republic, playwright and human rights activist, when he received the Philadelphia Liberty Medal on July 4, 1994.

Or, put another way by James Ogilvy, the author of Living Without A Goal: At the end of any era there's likely to be a great deal of lamentation, gnashing of teeth and talk of the death of this and the death of that. We are now passing through such a period in history. Hence the great unhappiness of people who are living in tune with the institutional structures that are now crumbling. Individuals are not immune to the influences from their institutional environments. The family, the shape of work, the fabric of relationships that make up a life are all subject to historical change and when one historical epic gives way to another a personality built for one era can feel painfully disjointed when it finds itself in the next – like a person who packed for the wrong trip.

Remember Jesus' words: Carry no purse, no bag, no sandals.... don't even pack! You are going into the mission field – just go!

We have opportunities, challenges, barriers, hopes, anxieties....what are we being called to in this end of the twentieth century here in the Diocese of Olympia?

As your Bishop, preparing for this Convention Address, I have been trying to read with different eyes. As I have prayed and prepared to speak with you today, I have (as is my inclination and value) been in conversation with many of you. I have heard from some that you expect me to have the answers as well as a clear, delineated plan for the future. I have received and read numerous reports about the church in general and our diocese in particular. I continue to add books to my library which focus on the mission of the church, especially upon church growth. I continue to hold my value of moving in partnership as we build this church in Western Washington. Growth is our challenge, our opportunity, our mission and our commission. To proclaim the Gospel of Jesus Christ is our Vocation, our Calling and our responsibility as baptized Christians. Building up the body of Christ in every way, our partnership in ministry... That is the theme of this Convention. It is also Christ's Call to the church.

And so we find ourselves here, as one preacher has said: *"In the midst of something vast that is ending and on the eve of something new and great that is beginning."* We have our feet firmly planted in both places.

"The harvest is rich, the laborers are few..." This harvest has been grown and tended to bring us to this richness. We reap the harvest of the ministry of former generations and we seed the harvest for generations to come.

Scripture study, reflection and conversation is a part of our common life in Diocesan Convention, in the meetings of our Governing Bodies and a standard part of the work of most Vestries and Bishop's Committees. We are learning and experiencing the importance of knowing the stories of the faith and how God is at work with us in our lives.

When I am with you on visitations I offer the opportunity to reaffirm our baptismal vows. No place am I more touched by our vitality and our faithfulness than when members of our community come forward to make a renewed commitment in their relationship and walk with Christ. The words that I use are words of growth in and of themselves: *"May the Holy Spirit who has begun a good work in you, direct and uphold you in the service of Christ"* and I insert, *"and the upbuilding of Christ's kingdom."* I do that as I watch the faces of those who sometimes were confirmed just several years ago, and others who were baptized, or confirmed sixty or seventy years ago. Your relationship with God and with the Church, and with Jesus Christ is apparent as you come forward. We mark it in community and we also mark our commitment to help the Church in the kingdom of Christ grow.

The growing understanding of the ministry of the baptized is enriching and enhancing the ministry we share together. The Book of Common Prayer, in the Outline of the Faith, reminds us who the ministers of the church are: We are lay persons, bishops, priests and deacons. Each ministry is then described. The common ministry which we all share is *"to represent Christ and his Church."* We, in baptism, *"share in Christ's eternal priesthood."*

This understanding is informing many areas of our growth in this Diocese. The Reverend Robin Moore, Total Ministry Missioner, is helping us to re-frame and re-focus our models of ministry. With the calling forth of ministry of the baptized teams in congregations, whole communities are experiencing, at a profound level, the clear call to mission and growth. We must be open to the spirit moving among us in ways that are new, and yet, old.

The just completed work of the Commission on Ministry in the Ministry Guidebook, for people discerning paths of ministry, is grounded in our understanding of Baptismal ministry. This document and the theological base in which it is grounded provide us both clarity and variety in discerning and affirming Call.

In recent weeks we have been together for three celebrations of new ministry: St. Paul's, Bremerton; St. Alban's, Edmonds; and St. Peter's, Seattle. We have shared the beginning

of new growth in Christ as people and priest commit to ministry together. And there will be more celebrations of new ministry to come. Currently, there are fourteen parishes and missions discerning ministry and Call.

In recent weeks we have consecrated new spaces in which our church is already growing. The creative and welcoming expansion of St. Antony of Egypt, Silverdale; and the glorious newly constructed church of St. Hugh in Allyn.

"The harvest is rich...."

Last year this Diocesan Convention wholeheartedly moved forward to work toward building up the body of Christ by deciding to launch the Capital Campaign. We undertook the effort to contribute our time, talent and treasure, collectively throughout the Diocese to move toward the common goal of fulfilling the great commission to take the Word of God to places in Western Washington where great opportunities of growth await. We voted overwhelmingly to pursue a campaign for \$7.5 million dollars. This was a partnership decision. We will hear the report of the Campaign during our time at this Convention.

Let me say that I am personally, financially and in every way, committed to the work we have to do in the Campaign. My family and I have made it a financial priority. I have committed, and will continue to commit, my time and my energy to the work on this Campaign. But, it is something we all must do together.

In several of your congregations you have told us last year's timing was not right, or too short a time to prepare. The Campaign Committee has recommended that we extend the Campaign for an additional two years, through Pentecost 1997. It is vital that we involve all the congregations of this Diocese in the effort. It will take 100% participation for us to really be in partnership. I support this decision and I encourage you to contact Jean Leed, our Director of Stewardship and Development, and Gordon Imlay, who is a consultant now available to work closely with congregations.

Jesus' instructions to the disciples included being clear to tell people that: *"the kingdom of God has come near to you."* The way we are with each other and the way the world experiences us will tell, in more than words, how near the kingdom of God has come. It is my belief that we must live together with the values which Luke expresses and which we have re-framed and call: **"Servant Leadership"** values. Some have said they question my call for us to be servant leaders. Some perceive a servant leader as weak or wishy washy. Let me be very clear and direct....servant leaders are people who are centered, who walk with (not on top of) others. Servant leaders are people who build up the whole community. Servant leaders value and respect the dignity of every human being. Servant leaders are clear that power does not come from domination but from partnership. We are called to be servant leaders. I call us to be servant leaders in our lives and ministry together.

As we walk the road to church growth and mission let us remember the test for servant leadership. Will all, or almost all of the people touched by our influence grow as persons? Will they, while we serve them, become healthier, wiser, freer, more likely themselves to become servants? And what will be the effect on the least privileged in society? Will that person benefit, or at least not be further deprived?

Servant leadership is joy-filled leadership. It is leadership which lets go of control. It is leadership that trusts and validates others. Servant leadership seeks the enhancement of the relationships we have in community as the outcome. Being a servant leader means putting oneself at risk, with humility and clarity, which is cruciformity.

We have the model. Jesus showed us how to be servant leaders. And he commissions the disciples to go, to be with, to heal, to accept hospitality, to give forth peace and to declare the nearness of the kingdom of God.

The nearness of the kingdom is as close as you and I, and as far flung as the whole world. It was our privilege this past year to be visited by the Presiding Bishop and members of the Executive Council and national church staff, asking that this Diocese be in partnership with them. The reflections of that visiting team, after being around this Diocese for a weekend, were that we are living our mission of partnership. The feedback was that they experienced us knowing that we are a diocesan community and living into what that means.

Another area which we have explored for partnership and mission is the possibility of the companion diocese relationship with the Diocese of Jerusalem. You have received articulate and exciting information about this possibility...and you will hear and see more during this Convention. The national church team is excited about the possibility and, if this Convention chooses to enter into the companion diocese relationship, will help us build and live into that partnership. This is an opportunity to see the kingdom of God nearby and far away....world's apart, but as close as next door.

"Start off now... but I am sending you out like lambs among wolves..." We need to be reminded of the wolves.

Wolves come in many shapes and sizes. They may surround us when we least expect it. The institution church may be a wolf in sheep's clothing. Our focus on getting things organized in order to be ready to do mission, may be a barrier. The wolves may appear as the sins of prejudice, exclusion, anger and mean spiritedness. We see these in the issues which can pull us off the focus on mission.

The wolves may be these issues that forever divide us. The issues themselves are important. But how we deal with them is important as well. When Jesus instructed his disciples he said, *"Whatever house you enter, first say 'peace be to this house' and if anyone is there who shares in your peace your peace will rest on that person, but if not it will return to you."*

I invite you to enter into debate and discernment and discussion over the issues of racism and human sexuality, and the issues of structure that face us. But, I invite you to enter into those discussions with a sense of compassion and openness, a lack of defensiveness, and a sense of caring. We will know how near the kingdom of God comes by the way we deal with one another in these issues. It is my hope that at this Convention we can decide, while the rest of the Church is continuing to be in dialogue, how we are going to live together in the midst of the brokenness that we have in many areas, while at the same time we carry on the mission to grow our Church spiritually, numerically, in stewardship, in unity, in peace and in wholeness.

So let's be clear about our sin and our brokenness, the places where we have pain and the places where we need to repent and move ahead. But let's do indeed move ahead. The fact is that we may not have unanimity on any of the issues that face us, but we can certainly continue to experience unity. The reality is that continuing dialogue does not mean deferring action indefinitely. We are called to listen to one another, to use wisdom and thoughtfully respond to the ideas of others in what we believe the Holy Spirit is calling us to do in the name of Christ. The reality is that racism is a sin, contrary to the will of God for the building of unity among all peoples. We must take racism seriously because it exists for all of us.

It is true, I believe, in relation to human sexuality, we must, as children of God, recognize that differences of sexual orientation among us are not value questions. We are created with a variety of gifts in terms of sexual orientation as in every other area of humanity. Differing sexual orientation is not a moral issue. Morality comes in what we do to nurture our relationship with others, including sexual relationships. There is a place, and continues to be a place, at our Christian table for gay and lesbian persons, including those in committed, loving relationships. Whether or not we as a Sacramental Church are ready to bless those relationships is a matter that has not been decided. In the meantime, we are called to be faithful servants with patience, grace, and good humor. It is my hope that in each of these issues we can be guided by the values that we have in living together – values that come from living as part of the Body of Christ.

Jesus said, *"Whatever house you enter first say 'Peace to this house' and if anyone is there who shares in peace your peace will rest on that person."* May peace be to this house, to this Convention, as we gather and recognize our brokenness working to be together as we share in God's creation.

"The harvest is rich, the laborers are few..." Let us look to the seeds of the harvests to come. Much is happening to prepare for the future.

The upbuilding of the church rests on our knowing and sharing the faith. The Faith Development Commission is connecting the work of the Youth Committee, the Resource Center, the School of Theology, Huston Camp and Conference Center and eventually, adult faith development. Kathy Hamilton, Jan Matsumoto, Dolly Dixon-Payne, Lucy Brand and Bill Tubbs see themselves as a Faith Development team, working together in

partnership to improve programs, provide training and share in solving problems. The Faith Development Commission provides representation from around the Diocese to support and serve the congregations. Training days are coordinated to provide opportunities for educators, while creating an arena of networking and support for the leaders of various ministries.

The youth of the Diocese are more and more taking an active interest in the governance of the Episcopal Church in our Diocese and beyond. The Diocese of Olympia was the first diocese to provide a young adult presence to the Executive Council of the Episcopal Church when it met here in June. Three young adults, Angie Mathias, Matthew Campbell and Robert Graham were a part of the Executive Council sessions with seat and voice. Our Diocese also had the largest youth presence at our Provincial Synod last August. Our young people helped to plan and deliver part of the program providing a workshop, and Liz Sundby, one of our youth, delivered the keynote address for the Synod luncheon. In addition, our Diocese had a youth participant on the 1995 Synod program design team, and now has a youth participant in the 1996 Synod program design team. We also have nine young people as our youth presence at this Convention, in addition to the usual support of the Convention by youth as tellers and pages. And at least one Convention delegate is a youth representing his congregation. Our youth program continues to be strong. Conferences continue to fill to capacity – and more. There is always a waiting list.

During a gathering last spring, the governance of the Diocese which includes the Office of the Bishop, Diocesan Council, the Board of Directors and the Standing Committee, initiated the work of the Project '96 Task Force. We know, as you know, that the structures of our Diocese and many dioceses today need to be reevaluated. We must be open to change that might mean structures presently in place will no longer be in place, or may be radically changed. You will hear a report of the Project '96 Task Force. I urge that we support the work of this group and empower them to bring to our 1996 Diocesan Convention their recommendations for how we can reflect our Vision and values in the structures through which we work. We are called to make the necessary changes to build the strategy and mission of the Church that we share together.

The challenge for our work in congregations will be in the development of mission strategies that encompass all of the congregations and their relationship with one another and the common mission that we share in the Church. The Commission for Congregations has provided us with a document to help begin this process. The values of the Commission for Congregations rest on working in partnership, focused on the Vision of the Diocese to become one people of God, and valuing the work already happening in congregations while building together on this foundation.

The Commission for Congregations is the place where those groups working with congregations will bring together information about the work and ministry of mission congregations, the work and ministry of parishes and how this fits together with the Vision and mission goals of our Diocese. The work of this Commission has only begun

in the last few months. However, this Commission has already built the foundation upon which our partnership in mission can be built. I urge that we affirm and encourage the leadership and direction of this Commission.

I ask that all of the units of our community, Vestries, Bishop's Committees, diocesan governance, commissions, committees and task forces be clear about their ministry in relationship to the Vision of the Diocese of Olympia. How will the ministry we are doing move us to proclamation? And how will our ministries address the opportunities for church growth? I also call us to define, as we work toward clarity on a governance level for the Diocese, how we will move to that reality.

In times of great transition and change and turbulence as we are experiencing in our society today it's not always easy to create a strategy or to be clear about living with goals and objectives. Sometimes those strategies and goals will change when we're in the midst of them. But there's no question in my mind that what we need urgently is the appropriate mission strategies that might inform the whole Diocese and help the whole Diocese collaboratively to come into relationship with some clear strategic goals of where we're going. It is my expectation that we will go about this together, in all areas of our life and ministry.

In our pre-Convention meetings we gathered to talk about and reflect upon the charge that I had given you at the last Convention to look at the need for an assisting bishop for the building up of our diocesan-wide community. We are an Episcopal Church. We are at the point in our growth, and especially in this time when many have little understanding of our Anglican history and polity. As I have said, church growth must be our primary objective. As congregations welcome new Christians and new Episcopalians it is crucial to our understanding of Anglicanism that the bishop is present with congregations on a frequent basis. We are a large and complex diocese, in every way. The presence of the assisting bishop will make episcopal visibility and visitations in congregations a more frequent possibility. This will enhance all our efforts to build up the work of evangelism and church growth. This presence is to help us with mission planning, growth, and support of the wider diocesan community. This episcopal presence is to help us bring the work of ethnic and specialized ministries into the midst of our diocesan focus. Our Diocese is a complex diocese culturally. We are blessed with many ethnic populations. The assisting bishop will have primary oversight with the ethnic and specialized ministries. This important work is also one of evangelism and church growth. I pray that this Convention will respond with affirmation of the position of assisting bishop.

The harvest is rich, the laborers are needed....we must set out, in twos and threes and tens and thousands to show people that the kingdom of God is near. Don't wait for structure to open the doors, don't wait for strategy to provide the road map....we'll work on that together and it will help us be even more able to be people who represent Christ and his church.

Let me just share some words of Herbert O'Driscoll from his address at the House of Bishops' meeting in Portland.

"The church that will occupy the future will offer a specifically Christian story in the chaos of this time. A Christian community in the loneliness of contemporary society. Healing in a wounding and unpredictable world. Wholeness in a fragmented world. Transcendence in a culture that reduces and diminishes human life and human experience. Empowerment that removes a sense of powerlessness and makes possible acts of compassion in the world. Christian hope without which the flame of life will burn low both in the individual and in society."

O'Driscoll goes on to say what for Christian churches is the main thing, he says, "I suggest that the main thing, or the business we are in, is telling a story that gives meaning to human life around which a community can form. In which people will find healing, wholeness, and transcendent vision that will empower them to act hopefully in the world."

We are called to be on mission, telling the story of Jesus Christ to the world. If we do that with energy, faithfulness and with the help of the Holy Spirit our church will grow.

As Jesus said to the 70 *"Start off NOW"* (loosely translated...just do it!)

Vincent W. Warner
10 November 1995



SECTION 3

*Reports
to the
1995 Diocesan
Convention*

Proposal for an **ASSISTING BISHOP**

to serve the Congregations of the Diocese of Olympia

Role of the Assisting Bishop

The greatest challenge we face in the Diocese of Olympia is the challenge of church growth. As congregations welcome new Christians and new Episcopalians it is crucial to our understanding of Anglicanism that the Bishop is present with congregations on a frequent basis. We are a large and complex diocese in every way. The presence of the assisting bishop will make Episcopal visibility in congregations a more frequent possibility. This will enhance our efforts to build up the work of evangelism and church growth.

Our Diocese is also a complex diocese culturally. We are blessed with many ethnic populations. The assisting bishop will have primary oversight for ethnic and specialized ministries. This important work is also one of evangelism and church growth.

In addition, the assisting bishop will be assigned such other Episcopal duties as may be determined by the Bishop. The assisting bishop will be part of the Office of the Bishop leadership team which has as its primary goal serving congregations and the upbuilding of the entire Diocese.

Background

Bishop Warner in his 1994 Convention Address called for "an assisting bishop when we are able to engage such a person." In action on resolutions in response to the Bishop's Address, the 1994 Convention resolved to "encourage Bishop Warner to move us forward in the process of discernment of a call for an assisting bishop for the Diocese of Olympia." The Diocesan Council considered this matter during the winter and spring of 1995, and, in the first draft of the 1996 budget, authorized funding for a half-time assisting bishop position. In the spring Pre-Convention Gatherings, there was strong sentiment expressed for the funding of a full-time assisting bishop. In the 1996 budget approved by the Diocesan Council in August, funding was provided for a full-time assisting bishop, plus the costs of this office (relocation expense, benefits, secretarial support and benefits, travel, and office expense), for a total of \$155,310. [See proposed budget following.]

Definition of an Assisting Bishop

An assisting bishop is a person, already a bishop, who is called by the diocesan bishop to work in partnership. The "pool" of candidates is from those bishops in the Anglican communion who have served for at least five years in her/his present position. The assisting bishop is called to the position and appointed by the diocesan Bishop. The Standing Committee and the Diocesan Convention must give approval for the creation of the position of Assisting Bishop. The diocesan Bishop appoints the person, usually with some definition about a stated period of time.

An assisting bishop is neither a suffragan bishop, nor a bishop coadjutor. A suffragan and coadjutor are each elected by the Diocesan Convention, a suffragan to serve as an assistant bishop and a coadjutor to succeed a diocesan bishop upon his resignation or retirement. Both have tenure (the assisting bishop does not).

Residency

It is desirable that the assisting bishop reside outside of the greater-Seattle area, in order to be particularly accessible to the southern, western, and peninsula regions of the Diocese.

*Assisting Bishop expense Summary**

Compensation

Salary	\$75,000
Pension	13,500
Medical/dental/other ins.	<u>7,025</u> [assumes family coverage]
	\$95,525

Expenses

Relocation	\$10,000
Office	6,000
Auto/travel/business	<u>12,000</u>
	\$28,000

Support Staff

Salary	\$23,000
FICA	1,760
Insurance's	<u>7,025</u> [assumes family coverage]
	\$31,785

TOTAL: \$155,310

- * This breakdown is provided as an estimate only. Actual compensation and benefits will be determined in negotiation with the individuals involved; cost of benefits is significantly influenced by the type of medical coverage required.

Board of Directors

The Board of Directors of the Diocese of Olympia, Inc. has legal and fiduciary responsibility for the assets of the Diocese, including land, buildings, endowment and other funds, and the investment of those funds. It is the Board's responsibility to manage these assets in such a way as to further God's work in this Diocese, both for today and for the future. Two main committees assist the Board in its work, the Diocesan Investment Fund Committee and the Loan and Property Committee.

There are thirteen members of the Board, including the Bishop (who serves as President), Provost (Vice-President), Treasurer, Secretary of Convention, Chancellor, and two clergy and six laypersons appointed for three-year terms by the Bishop with the approval of the Convention. The Board normally meets monthly as required (with the exception of July).

The Board, in cooperation with the Commission for Congregations, approves and monitors loans from two funds: the Building Loan Fund (BLF) and the Mission Development Fund (MDF). The BLF totals \$3.1 million and has loans outstanding to 13 congregations totaling \$2.8 million, plus commitments for three additional loans in the amount of \$160,000. The Board has designated \$250,000 of BLF funds for shorter term loans of less than \$50,000. This is to assure that loans will be available to fund repair and renovation needs of diocesan congregations.

The MDF totals \$1.0 million and has outstanding loans to 8 congregations and 2 ministries totaling \$1.0 million. The two funds together have monthly principal and interest repayments of about \$27,000.

The Board approves all transactions concerning the real property of the diocesan corporation, including that owned by the Diocese on behalf of mission congregations. Collaborative work with the national church has developed guidelines for receiving and investing other categories of gifts than cash and stock.

This year the Board has dealt with issues around the opportunities for growth and church expansion in the Diocese of Olympia. Population growth has accelerated in many communities, stretching the existing congregations and creating the need for new work to be established and supported. The diocesan Capital Funds Drive is a primary focus to raise monies for church expansion. The potential need over the next five years exceeds current levels of money available. Its success and worthy goal continues to be an essential base-line to support new church work.

This year the Board has worked closely with the Office of the Bishop and the Diocesan Council, especially its Committee on Diocesan Congregations. Three congregations in particular are being strengthened by this partnership for mission: St. Columba's, Kent; St. Hugh's, Allyn; and St. James', Cathlamet. Our loan policy has been revised to support congregations to keep maximum monies available for new situations.

Over the past four years the Governing Bodies of the Diocese have spent time together annually to develop better understanding of the unique obligation each of us has to the Body of Christ in Western Washington. We have worked to establish better lines of communication and working relationships around the tasks we are called to do. We continue to focus on the important missionary opportunity we have at this time in our diocesan life, and seek to exercise wisdom in allocating the resources at hand to do that work. And we underscore the important opportunity and call on each person and congregation to make a capital commitment to strengthen our mission.

Members of the 1995 Board of Directors:

The Right Reverend Vincent W. Warner, President

The Very Reverend Gerald W. Porter, Vice-President

The Reverend John G. Schaeffer, Secretary

Denny Bacon, Treasurer

Donald H. Mullins, Chancellor

Stan Buratto, Church of the Good Shepherd, Vancouver (1997)

The Reverend William Burnett, St. Augustine's in-the-Woods, Freeland (1997)

Carol Everson, St. Columba's Church, Kent (1996)

Thurston Roach, Church of the Epiphany, Seattle (1997)

David Sprague, Church of the Epiphany, Seattle (1995)

The Reverend Hollis Williams, Trinity Church, Everett (1995)

Judith Yeakel, St. Augustine's-in-the-Woods, Freeland (1995)

Curtis Young, St. Thomas' Church, Medina (1995)

Capital Campaign Executive Committee

Since adoption of the capital campaign at the 1994 Diocesan Convention, our committee successfully mobilized efforts in about half of our congregations, raising \$2.4 million by the 1995 Convention. We provided them with brochures, a videotape, a campaign plan, and all support materials needed to implement a campaign during Pentecost. During the summer, our committee was restructured (reduced in size and incorporating liaisons to the Board of Directors, Diocesan Council and the Commission for Congregations), and we agreed to continue the campaign through Pentecost 1997.

Report of the Cathedral Chapter
85th Diocesan Convention
November, 1995

The Cathedral Chapter consists of the following:

- Bishop of the Diocese
- Dean/Rector of St. Mark's Cathedral
- Chancellor of the Diocese
- Chancellor of the Cathedral
- President of the Standing Committee
- Four persons elected by St. Mark's congregation (three year term)
- Three persons elected by the Diocesan Convention (three year term)

The purpose of the Chapter is to provide liaison between the Diocese and the Cathedral parish, to interpret to the community - including the Diocese - the relationship between the parish and the Diocese, and to define the place of the Cathedral in the life of the Diocese. In addition, the Chapter is charged with promoting, supervising, and managing diocesan responsibility for the Cathedral, including diocesan programs held at the Cathedral. Also, the Chapter is to serve as guardian and advocate for the concept of the Cathedral as a community gathering place, a symbol of life together, and work to make that concept visible in the congregations of the Diocese.

The Chapter meets bi-monthly, with the bishop presiding, or in his absence, the Dean. During recent years, the Chapter has sponsored various diocesan events at the Cathedral, including the Acolytes Festival, Altar Guild Celebration, Musicians' Celebration, Cathedral Day, and ordinations.

In the past three years, the Chapter has given serious consideration to the role and place of the Chapter in the Cathedral's governance. In early 1994, representatives of the Chapter, Vestry, and the Office of the Bishop began meeting to develop specific and practical steps to further this discussion and definition process.

In response to the 1994 Diocesan Convention action calling for a year of dialogue regarding the place of the Cathedral in the life of the Diocese, a Task Force representing the Chapter and the Vestry held a series of forums at the Cathedral and at Pre-Convention Gatherings. The Task Force is sponsoring a resolution to be considered by the 1995 Convention calling for the development of a prototype governance model to more closely link the Diocese and Cathedral. [See 1994 Statement of Mission and Ministry for the Cathedral.]

Members of the Cathedral Chapter

The Right Reverend Vincent W. Warner, President
The Very Reverend Frederick B. Northup, Vice-President
Ruth Adams, Representing the Standing Committee
Donald H. Mullins, Chancellor of the Diocese
J. Vernon Williams, Chancellor of the Cathedral

From St. Mark's Parish
Mac Brown (1996)
Sue Holm (1998)
Katherine Sodergren (1997)
Larry Wilson (1998)

Elected by the Diocesan Convention

The Reverend Paul Collins, St. Hilda-St. Patrick's Church, Emonds (1997)
Jean Gray, St. Mary's Church, Tacoma (1996)
Nan Grayston, St. Stephen's Church, Seattle (1995)
The Reverend Jodene Hawkins, St. Nicholas' Church, Tahuya (1995)
Richard Proctor, St. Augustine's-in-the-Woods, Freeland (1997)
The Reverend Kevin Smith, St. Catherine's Church, Enumclaw (1996)

St. Mark's Episcopal Cathedral **STATEMENT OF MISSION AND MINISTRY** **September, 1994**

Our Mission

Saint Mark's Episcopal Cathedral, as the cathedral for the Diocese of Olympia, seeks to be a place in which the living God is encountered by all persons, and boldly to proclaim the reconciling Gospel of Jesus Christ to the people of the Northwest.

Our Ministry

Worship is central in the life of St. Mark's Cathedral, primarily through the heritage and traditions of the Episcopal Book of Common Prayer, and in a manner consistent with the Cathedral's commitment to be a house of prayer for all people.

As a great church for many purposes, the Cathedral, a visible symbol of the region's religious heritage, serves as a place for the people of the Northwest to mark important events and address the concerns of our common life.

As chief mission church for the Diocese of Olympia, the Cathedral is the seat of the Bishop and the center for diocesan worship, supporting the work of the Diocese through ecumenical events, education programs, and outreach ministries.

The Cathedral strives for justice and peace through its worship and preaching, and through action and advocacy on behalf of all God's people, most particularly the poor and the powerless.

The Cathedral witnesses to the story and traditions of the Christian faith and the beauty of God's creation through excellence in liturgy, music, art, cultural and ecumenical hospitality, and the promotion of learning and the joy of inquiry.

The Cathedral ministers pastorally and spiritually to its congregation, employees, volunteers, and members of Cathedral organizations as well as to worshippers and visitors.

Adopted by the Cathedral Chapter and Vestry, September 7, 1994

Companion Diocese Task Force

Mission Statement

To develop a relationship of mutual understanding, caring and support between the people of the Episcopal Diocese of Olympia and the people of the Episcopal Diocese of Jerusalem, that we may be one people of God who walk hand in hand boldly proclaiming by word and action the reconciling Gospel of Jesus Christ.

Profile: The Diocese of Jerusalem (The Episcopal Church in Jerusalem and the Middle East)
The Diocese includes Jordan, Lebanon, Israel, Jerusalem, the West Bank and Gaza (an area the size of France, but divided by international borders).

Bishop and President - Bishop: The Most Reverend Samir Kafity

See: Cathedral of St. George the Martyr in Jerusalem

28 Parishes with 8,500 Communicants — 95% of whom are Arab Christians. 36 ordained clergy, of whom 27 are Arab priests. Numerous seminarians, young leadership. The Diocese ministers to the people of the Land through a witness of service to promote reconciliation, justice and peace. 33 service institutions, including 13 schools (with Muslim, Christian and Jewish students); 1 college (St. George's College in Jerusalem), 1 Seminary (Near East School of Theology in Lebanon), 5 hostels, 2 orphanages (for boys and girls in Ramallah, West Bank), 3 Institutes for the Deaf, 2 major hospitals (in Gaza and Nablus), 1 nursing school, 1 vocational school (in Amman, Jordan), 1 youth ministry center, 1 home for the elderly, and 1 home for mentally impaired children.

A Bit of History

Since the founding of the Bishopric in 1842, the Anglican Church has kept faith with the Gospel and the peoples of the Middle East. This Land is the fulcrum of world history, and the Anglican Church ministers in the midst of much conflict and change. Most recently the Church has encouraged and sustained the people through the years of Occupation, the Lebanese Civil War (1976-91), the Palestinian Intifada (1987-93), and the Gulf War (1991).

Today, the Church is helping Palestinians and Israelis build the new era of peace envisioned in the Declaration of Principles signed on Holy Cross Day, 1993. Please help us provide hope in this Land.

From the President Bishop

OUR MINISTRY. The birth of the Diocese of Jerusalem in 1941 was as a response to the call of Christ in John 10:10, "I came that they may have life, and have it abundantly." Our ministry extends to 28 Parishes, two Hospitals, one Clinic and school of Nursing, two Children Homes (one for girls and the other for boys), two Institutes for the Deaf, one Center for the Education of the Mentally Handicapped, Schneller's Vocational school, one student Hostel, two Pilgrim Guest Houses, four High schools, five preparatory schools; four Spiritual and Cultural Centers and a College for Biblical and Liturgical experience, are available to all people, non-Christis, Muslims and Jews alike, as an expression of God's love and service of an abundant life to all.

We see our calling as conciliatory and loving equally without preference to either the Muslim or the Jewish community ... an aspect of "Good Samaritanism" which transcends race, religion and color, is the mode of our ministry. Furthermore, we do not see ourselves as partisan nor can our ministry be effective if it is polarized one way against the other.

If virtue is moderation, than a virtuous ministry in an inter-religious context is one which is both moderate and conciliatory. The Cross was always in the center. It is extended both arms to reach both sides and it extended its perpendicular dimension to God always and constantly.

The Diocese of Jerusalem takes this symbol as the mode of its ministry. It is enriched by a life of prayer on the same sites that witnessed all the events of our Christian faith. It is our special privilege to be placed by God and to be called by Him to build bridges of understanding and hope between Muslims and Jews.

*The Most Reverend Samir Kafity
1st July 1993*

Proposed 1996 Companion Diocese Budget

Total Request from Diocesan Budget	\$10,000
Expenditures	
Two camp counselors at Huston Center	
Airfare + Stipend @ \$2,050 = \$4,100	
Camp Huston Budget* = <1,700>	\$ 2,400
Communication Expenses	
a. Production of slide show or video introducing people and ministries of the Diocese of Olympia to the people of the Diocese of Jerusalem	
b. Printing, postage, long distance phone	\$ 1,100
Support for Congregation Partnership Projects**	<u>\$ 6,500</u>
	\$10,000

* Camp Huston annually participates in an International Camp Counselor program. \$1,700 represents the total cost per counselor in that program. This budget provides for two counselors during summer 1996 from the Diocese of Jerusalem. Camp Huston will contribute the cost of one counselor through the International Camp Counselor program.

** Examples of possible congregation partnership projects include:
 Preparing, printing and distributing pen pal packets
 Shipping costs of clothing collection for orphanage
 Communication expense sharing - long distance phone, faxes, etc.
 Teleconferencing
 Matching travel grant for missionaries - congregation, individual and diocese share cost of travel, Diocese of Jerusalem provide room and board
 Congregation collects, purchases, and/or produces materials to provide resources for a Sunday school class or youth center

These are only several examples to emphasize that the "success" of this program is closely tied to the level of participation and involvement of all people of the Diocese.

Companion Diocese Task Force Members

*Co-Chairs The Reverend William Burnett
 Ms. Janet McCully*

*The Reverend Stan Fowler
Ms. Margaret Jacoby
Dr. Don Kessell
Ms. Janet Ketchem
Mr. Keith Moore
Mr. John Narver*

*Dr. Robert Riggins
Mrs. Ginger Riggins
Mrs. Cappy Rooks
Mr. Hal Rooks
Mrs. Janice Warner*

Staff: Ms. Chris Smith-Clark

Commission for Congregations

The Commission for Congregations (C4C) was formed in April 1995 to facilitate the execution of the Vision strategy of our diocese and to oversee the big picture of churches and diocesan mission. The Commission is the "umbrella" commission for the committee areas which work with and for congregations. The role of the Commission is to provide the major coordination and vision for the work needed to clarify mission strategy priorities and carrying out the vision of nurture and support to existing and new congregations. The Commission is accountable to the Diocesan Council.

The Commission first met in June and has identified the value base for its work based upon the Mission Statement of our Diocese. Although we can look ahead and see a number of areas of our life together where we can be helpful, much of our initial work has been to apply the value base to developing criteria and an evaluation process for allocating Mission and Ministry funds from the Diocesan Capital Campaign in the four categories listed later in this report. We wish to be able to begin this allocation process as soon as possible; however, as you will read further on in this report, we believe the process must be open to *every* congregation.

"The mission of the Diocese of Olympia is to become one people of God who proclaim boldly by word and action the reconciling Gospel of Jesus Christ."

Commission members

Stan Buratto, Board of Directors
 Geoff Ethelston, Committee on Mission Extension
 Mary O. Haller, Committee for Diocesan Cong.
 Al Pomeroy, Committee for Diocesan Congregations

Irene Gold, Standing Committee
 Mary Jane Francis, Diocesan Council
 Betsy Greenman, Bishop's Office
 Curt Zimmerman, Chair

Present responsibilities

Commission for Congregations (C4C)
 Committee for Diocesan Congregations (CDC)
 Capital Funds allocation recommendations
 Congregational Special Project Grant Committee

Commission Values

- Works on behalf of congregations
- All congregations are equal
 - Parishes and missions are dealt with equally
 - Present system (generalized)
 - Missions eligible to receive grants from diocese (which are assessable)
 - Congregations may request assessment relief (which bypasses NDI/assessment system)
- Advocacy for congregations
 - Integrate work of diocesan committees relating to congregations
 - Interdependency is reason for existence
- Ministry is the product
 - Spend money in order to do ministry
- Various life cycles of congregations
 - Helping hands vs handouts
 - Allocations of money needed in particular times of life cycle: new; redirecting; growth; decline; etc.
- CDC - 5 years maximum commitment for specific annual grants
- All actions must fit with diocesan mission statement
- Encourage partnerships - not necessarily geographic

Direction forward

- Transform present inequality
 - CDC gives operating grants to mission congregations (assessable)
 - ERT gives assessment (non-assessable) relief to congregations
 - We are working to structure equanimity and togetherness
 - Coordination and collaboration - not division and separation

Categories of Mission and Ministry funding from Capital Campaign

- Purchase of property for future church sites
- Loans for new construction and expansion of existing churches
- Training leadership in congregations to prepare for church growth
- Funding for staffing and planting new congregations

Criteria for allocating funding from Capital Campaign

- Loan funds will recycle and continue to be available for use.
- Understandable, uniform criteria
- Consider possible ecumenical/interfaith models
- Broker/leverage funds

Next Steps

- Develop application process which is open to all congregations.
- Develop and make available education resources for congregations.
- Develop evaluation process for monitoring fund allocations.
- Discern ways of objective testing:
 - Make use of existing resources relating to congregational growth and development.
 - Commitment level of congregation's members
 - How does proposal relate with existing congregations?
 - Does it fit demographic data - what group is being targeted?
 - In planting new congregations, how to manage the first 5 years once a congregation has been launched and/or built.

Proposed Capital Campaign fund allocation process and criteria

- Applications will be evaluated on the following criteria:
 - Completion of a realistic demographic study: what are core group's understandings of opportunities/obstacles to growth or change, congregational life-cycles, where they are now and where they are headed.
 - Completion of a comprehensive five-year plan for the congregation and how it connects with the Vision and Mission Statement of our diocese.
 - Demonstration of a clear knowledge of the amount of money needed for the proposed project.
 - Completion of a fund drive during the past three years and have at least one-third of the cost in hand or pledged.
 - Operating income projections in the proposal to show the ability to begin servicing the debt within five years and repayment to be accomplished within fifteen years.
 - Demonstration of commitment of the congregation to the project and that the proposal is the most effective potential path for ministry.
 - All congregations have equal access to the application process for the allocation of Capital Funds.
 - The Commission for Congregations will help congregations make choices that make them self-supporting.
 - Applications for the planting of new congregations will be submitted through the Committee on Mission Extension (CME).

Process and time-line for making allocations

- Packet of information including amount of available funding will be available January 1, 1996.
- Applications are submitted to the Commission for Congregations.
- Applications for first round of allocations will be received until April 1, 1996.
- Initial allocations will be announced on Pentecost 1996 (May 26).

Diocese of Olympia Convention Committees

COMMITTEE ON CONVENTION

**The Reverend John Schaeffer, Secretary of Convention*
Mrs. Phyllis Gill, Chair, Dispatch of Business
Mr. Ted Ederer, Vice Chair, Dispatch of Business
Mr. Douglas Oles, Chair, Constitution and Canons
Mr. Chuck Hamilton, Head Teller
The Reverend Bill Burnett, Chair, Committee on Privilege
The Reverend Don Goodheart, Chair, Resolutions Committee
Mrs. Carol Teays, Chair, Nominations Committee
Mr. Harry Strong, Chair, Admission of New Parishes & Missions
Mr. Cleveland Riley, Chair, Liturgy & Music Committee
The Reverend Curt Zimmerman, Chair, Host Parish, Christ Church, Tacoma
Mr. Bill Gill, Co-Chair Host Parish, Christ Church, Tacoma
Mrs. Patty Smith, Co-Chair Host Parish, Christ Church, Tacoma
Ms. Dede Dunn, Assistant Secretary of Convention
The Very Reverend Gerald W. Porter, Provost

COMMITTEE ON CONSTITUTIONS & CANONS

**Mr. Douglas Oles, Redeemer, Kenmore*
The Reverend Stephen Moore, St. John the Baptist, Seattle
Mr. John Veblen, St. Stephen's, Seattle
The Reverend Scott Dills, St. Mark's Cathedral, Seattle
Mr. Donald Mullins, Chancellor, Diocese of Olympia
Mr. Duncan Bayne, St. Mark's Cathedral, Seattle
The Reverend John G. Schaeffer
The Very Reverend Gerald W. Porter, Provost
Consultant:
Mr. Walter Hansen, Church of the Resurrection, Bellevue

COMMITTEE ON RESOLUTIONS

**The Reverend Don Goodheart, Ephiphany, Seattle*
The Reverend Ann Lukens, St. Thomas, Medina
Mr. Tom Peterson, St. Matthew's, Tacoma
Ms. Laura Smith, St. Mark's Cathedral, Seattle

COMMITTEE ON NOMINATIONS

**Mrs. Carol Teays, St. Augustine-in-the Woods, Freeland*
The Reverend Kevin Allen, Christ Church, Puyallup
Mrs. Jean Perry, St. David's, Seattle
The Reverend Jim Phinney, St. Paul's, Port Townsend
Ms. Jody Prongay, St. Barnabas, Bainbridge Island

ADMISSION OF NEW PARISHES AND MISSIONS

**Mr. Harry Strong, Epiphany, Seattle*

COMMITTEE ON PRIVILEGE

**The Reverend Bill Burnett, St. Augustine's-in-the-Woods, Freeland*

Mrs. Maureen Lyons, St. David's, Seattle

Mr. David Swim, St. John the Baptist, Seattle

THE TRIAL COURT

The Honorable George Revelle, St. Mark's Cathedral, Seattle

The Honorable Eugene Wright, St. Stephen's, Seattle

Mr. James L. Magee, Esq. St. Thomas, Medina

The Reverend Stanley Fowler, St. Andrew's, Seattle

The Reverend Kent McCulloch, St. Mary's, Tacoma

The Reverend Frederick McLaughlan, St. Thomas, Medina

THE CATHEDRAL CHAPTER

**The Right Reverend Vincent W. Warner*

The Very Rev. Frederick Northup, St. Mark's Cathedral, Seattle

The Reverend Joann Paolozzi, President, Standing Committee

Mrs. Ruth Adams, Standing Committee Representative

Mr. Donald Mullins, Chancellor of the Diocese

Mr. J. Vernon Williams, Chancellor of the Cathedral

Elected by Convention

The Reverend Paul Collins, St. Hilda -St. Patrick's, Edmonds

Mrs. Jean E. Gray, St. Mary's, Tacoma

Ms. Nan Grayston, St. Stephen's, Seattle

The Reverend Jodene Hawkins, St. Nicholas', Tahuya

Mr. Richard Proctor, St. Augustine's-in-the-Woods, Freeland

The Reverend Kevin Smith, St. Catherine's, Enumclaw

From St. Mark's Parish

Mr. Theodore "Mac" Brown

Ms. Sue Holm

Ms. Katherine Sodergren

Mr. Lawrence Wilson

COMMISSION ON CHURCH ARCHITECTURE

** Mr. Ralph Provencal, St. Benedict's, Lacey*

Mr. Mark Anderson, Ascension, Seattle

The Reverend Robert Biever, All Saints', Tacoma

Mr. Robert Linkletter, St. Andrew's, Port Angeles

Mr. Allen D. Moses, Church of the Redeemer, Kenmore

Mr. William Rosenberg, St. Luke's, Sequim

Mr. Nathan Thomas, Grace Church, Bainbridge Island

COMMISSION ON MINISTRY

** The Reverend Michael Creighton, St. Stephen's, Seattle*

Ms. Carolyn Allendoerfer, Trinity, Everett

Mr. Samuel Fleshman, St. Andrew's, Tacoma (Standing Committee Liaison)

The Reverend Stephen Gehrig, St. Margaret's, Bellevue

The Reverend Mary Gould, Good Samaritan, Redmond

Ms. Terry Gudger, St. Stephen's, Seattle

The Reverend John Lambert, Emmanuel, Mercer Island

The Reverend Carol Ludden, Micah Ministry, Seattle

Ms. Evelyn Shipman, St. Augustine's-in-the-Woods, Freeland

Mr. Richard Shryock, Grace Church, Bainbridge Island

Mrs. Carol Teays, St. Augustine's-in-the-Woods, Freeland

COMMISSION ON PERSONNEL

- * *The Reverend Donald Mackay, III, St. John's Kirkland*
- Mr. Rick Adams, Emmanuel, Mercer Island*
- The Reverend Scott Dills, St. Mark's Cathedral, Seattle*
- Mr. Steve Faust, Church of the Epiphany, Seattle*
- Ms. Pam Gibbons, St. Columba's, Kent*
- Dr. Jim Rand, St. Hilda-St. Patrick's, Edmonds*
- Ms. Dianne Sherman, St. Aidan's, Camano Island*
- The Reverend Timothy Vance, CADO Representative*

INSURANCE COMMITTEE

- * *Mr. William Meacham, St. John's, Kirkland*
- Mr. Stephen Day, Epiphany, Seattle*
- Mr. Earl Fauser, St. Margaret's, Bellevue*
- Mr. Charles Finney, St. Mark's Cathedral, Seattle*
- Mrs. Betty Paulsen, St. Andrew's, Aberdeen*
- Mr. Dean Saffle, Emmanuel Church, Mercer Island*
- Mr. Earl Tarble, St. Margaret's, Bellevue*
- Mr. Barry Thoma, St. Mark's Cathedral, Seattle*

*Chair

Diocesan Council

The Diocesan Council has both elected and appointed members. The Council consists of the Bishop, the President of the Standing Committee, five clergy persons, and eleven laypersons who are communicants in good standing. The annual Diocesan Convention elects three at-large representatives for a term of four years each, and the Bishop appoints one person for a four year term, taking into account geographical balance.

The Council meets monthly (with the exception of July and November) and is the program planning and policy-making body of the Diocese between sessions of the Diocesan Convention. The Bishop presides (or in his absence the Provost), and is responsible for the administration of all diocesan programs and policies.

The Diocesan Council is responsible for program initiation, evaluation, and review, as well as the preparation and oversight of an annual operating budget, and is assisted by several committees to carry out this work. Also, the Diocesan Council has linkage to the several commissions which are accountable to the Council for direct oversight and coordination of diocesan program on behalf of the Council.

Members of the Council undertake these tasks in partnership with many others who contribute to our common life through their participation on various commissions, committees, boards, task forces, and teams. In this way, the Diocese has a base of far wider involvement than the members of Council alone.

The Council has linkage to commissions which are accountable to the Council for direct oversight and coordination of diocesan program on behalf of Council. This past year we have heard from, discussed and affirmed the work of these commissions and their respective committees:

Commission for Congregations
(Committee on Mission Extension)
(Committee on Developing Congregations)

Commission on Faith Development
Commission on Stewardship & Development

The Council is assisted directly by the work of the following commissions and committees:

Commission on Personnel

Budget & Finance Committee

Insurance Committee

Communications Committee

Governing Bodies Systems Committee

Program Initiation, Evaluation, and Review Committee

The Council each year approves mission congregation grants, specialized ministry grants, and congregation special projects grants.

In January, an ad hoc group was convened to look at structure concerns for how we as a Diocese address mission strategy planning by and for congregations. There were two recommendations for this effort:

- (1) that appropriate geographic area groupings be initiated to facilitate congregations working together on mission strategy issues; and
- (2) that a Commission for Congregations be established to review recommendations from geographic area groups and to develop comprehensive recommendations to the Council.

Consultant Mary Cutting's work on behalf of the Office of the Bishop and the Board of Directors provided data for the proposed forming of geographic area groupings. Later in the year, this proposal was referred to the Project '96 Task Force for further consideration.

The Council also heard several reports from the P.I.E.R. (Program Initiation, Evaluation, and Review) Committee, which worked with the Commission on Stewardship and Development and its committees during the year.

Through the efforts of the members of the Early Response Team, Council worked with eighteen congregations as they faced a variety of financial challenges. We were able to develop a clearer understanding of their issues and together work toward solutions.

Members of the Diocesan Council joined with members of the Board of Directors, Standing Committee, and the Office of the Bishop Leadership Team for the Governing Bodies Retreat, held March 31 - April 2.

The Council acted upon a recommendation from the Budget and Finance Committee to revise the Net Disposable Income formula providing "that any gift designated for addition to the congregation's endowment fund by the donor or vestry or bishop's committee shall be deductible from assessable income in the year received." The intent of this change is to encourage gifts towards endowment by removing such gifts from assessable income.

Of major significance in this year's Council's work was consideration of the calling of an assisting bishop for our Diocese. The Council first proposed funding a half-time position in the 1996 budget. Input from spring Pre-Convention Gatherings indicated strong support for funding an assisting bishop full-time, and this was included in the 1996 budget adopted in August by the Council.

The spring and fall Pre-Convention Gatherings hosted by the Diocesan Council were again structured to allow for worship, small group discussions, and to share and receive valuable input on diocesan issues. The 1996 budget was revised and presented in accordance with the feedback received at the spring Pre-Convention Gatherings.

In all of these endeavors, the Council is committed to the Vision, to using the values of servant leadership, and to listening carefully to the people of the Diocese.

Members of the 1995 Diocesan Council:

The Right Reverend Vincent W. Warner, President
Becky Clark, St. Matthew's, Auburn (1998)
The Reverend Thomas Dement, St. Dunstan's, Seattle (1996)
Barbara Fox, St. John's, Kirkland (1996)
The Reverend Mary Jane Francis (1998)
George Garcia, St. Joseph's-St. John's, Tacoma (1998)
The Reverend John Glase, St. Stephen's, Longview (1996)
Lyn Goetz, Church of the Resurrection, Bellevue (1997)
JP Harrison, St. Matthew's, Auburn (1995)
Tony Irving, St. Benedict's, Lacey (1998)
Jack Lyons, St. Andrew's, Port Angeles (1995)
Jim Manning, Trinity Church, Seattle (1997)
The Reverend Stephen Moore, St. John the Baptist, Seattle (1995)
Andrew Pringle, St. Augustine's-in-the-Woods, Freeland (1995)
The Reverend Patricia Taylor, St. George's, Seattle (representing the Standing Committee)
The Reverend William Sell-Lee, St. Luke's, Sequim (1997)
Harry Strong, Church of the Epiphany, Seattle (1997)
Barbara Westbrook, St. Clare's, Snoqualmie (1996)

Episcopal Charities Appeal

Since the 1994 Convention, the Episcopal Charities Appeal Committee has selected 16 ministries for the 1995 Appeal, recruited coordinators for two-thirds of our congregations and provided a training packet for them, and raised and allocated \$80,000 to the ministries. During 1995, we moved the Appeal to Lent, rather than May (since congregations were being urged to undertake their part of the diocesan capital campaign during Pentecost).

Episcopal Retirement Homes of Western Washington Report to the 1995 Convention

Episcopal Retirement Homes (ERH) had a very successful 1995. St. Paul's Canterbury Manor, Bremerton, has been open for a year and has proven to be the successful retirement community the Board of Trustees and the Diocese anticipated. Canterbury Manor shows that the development of a retirement community adjacent to an Episcopal church works extremely well. Many of the residents, including non-Episcopalians, are attending St. Paul's Church and parish members and clergy are involved at Canterbury Manor on a regular basis.

Episcopal Retirement Homes is currently working with St. Andrew's, Port Angeles and St. Peter's, Seaview on the development of assisted living communities in their respective towns. A conditional use permit has been filed for the assisted living community in Port Angeles and we anticipate completion of the facility in late 1996. The St. Peter's assisted living community planning group is in the final stages of negotiation for a building site which should be finalized in 1995.

The current Board of Trustees consists of the following: the Very Reverend Gerald Porter, John Addison M.D., Dr. Kweku Bentil, the Rt. Reverend Robert H. Cochrane, Robert Dillingham, Barbara Fox, Lynette Jackson-Tate, Phillip Lorenzen, Joyce McConnell, Dean Mielke, Allen Moses, Marc Neumann, Dr. Bill Peterson, Raymond Raines, Donald Thoreson, and Frank Young.

Should you have any questions about Episcopal Retirement Homes or interest in living at Canterbury Manor where a couple of two bedroom apartments are still available, please call David Steele at (206) 286-9951.

Commission on Faith Development

The Commission on Faith Development meets monthly and continues to examine, develop, and evaluate the needs and programs in all areas of Christian Education. The Chairperson and the Director of Faith Development report to Bishop Warner and the Diocesan Council. The Commission serves as the advisory board for the Office of Faith Development.

The Office of Faith Development provided the following events in 1995.

HYC - Three weekend conferences were provided for youth in grades 9-12. The events took place in three different congregations within the Diocese. The theme for each of the weekends was supported through speakers, films, worship, music, and both large and small group activities. The HYCs are dependent upon the support of clergy and laity within the hosting churches and the volunteer staff. The conference size is limited by the location. The HYCs this year served between 150-200 people, youth and youth leaders, at each event.

JYC - There were two of these weekend conferences serving grades 6-9. These events are similar in design to the HYC programs, with more emphasis on active learning situations. Both of our JYCs this year had between 120-140 in attendance.

6-DAY - 6-Day was held in June at Lake Retreat, Ravensdale. The group of about 130 lived in Christian community supported by music, worship, speakers, workshops, prayer, games, and small and large group activities. We were also supported by visiting clergy from our Diocese each day of the week.

CATHEDRAL DAY - This event in May was attended by children of all ages and their church families from around the Diocese. A Cathedral Day Committee worked with members of St. Mark's Cathedral to present a fun-filled educational event highlighting the Episcopal Church in West Africa. The day reflected the Church School Missionary Offering theme established by the Executive Council of the Episcopal Church.

CHRISTIAN EDUCATION TRAINING DAYS - St. Mark's, Seattle and St. Mary's, Lakewood were the locations for the two major Education Training Days in 1995. Multiple tracks included information for Sunday School teachers, Christian Education Directors, Youth Leaders, and Diocesan Youth Conference Staff, as well as classes for Adult Education and for Child Abuse Awareness.

PROVINCIAL YOUTH EVENT - 25 youth and youth leaders traveled to Logan, Utah for this youth conference. The Diocese of Olympia was represented on the Design Team. Our delegation also helped with music, leadership, small groups and dorm crews as well as having full participation in the event.

PROVINCIAL SYNOD - 5 youth, 1 young adult and the Diocesan Faith Development Director participated in the youth presence at Synod. Elizabeth Sundby was the youth representative to the Design Team and delivered the keynote address at the Synod Luncheon.

PROVINCIAL YOUTH COUNCIL - An adult and a youth represented the Diocese of Olympia on this Provincial planning committee. The PYC is the decision-making program group of Province VIII Youth Ministries. It has the responsibility for planning and implementing all provincial youth events and programs, while overseeing the youth budget for the Province. It also provides the most direct communication channel between diocesan and national youth networks.

CONGREGATION AND REGIONAL SUPPORT - The Office of Faith Development has also provided assistance to youth and youth leaders by helping to locate resources and by attending youth leader meetings and regional gatherings.

DIOCESAN CONVENTION - The youth and youth leaders of the diocese served as pages and tellers for our convention. In addition this year we were able to provide a youth presence on the floor of convention with voice to participate in table discussions and bring a younger viewpoint to critical issues.

1995 COMMISSION ON FAITH DEVELOPMENT MEMBERS

The Rev. Kevin Allen
Ms. Lucy Brand
Ms. Kristi Champagne
Ms. Suzanne Foisie
Ms. Jean Gray
Ms. Tovi Harris
Ms. Janice Matsumoto
Mr. Bill Tubbs

Ms. Elizabeth Bee
Trevor Bryant, Chair
The Rev. Christie Close
Mr. Robert Graham
Ms. Kathleen Hamilton
Tony Irving, Diocesan Council Liaison
The Rev. Kevin Smith
Sylvia Yurk

Respectfully submitted,
 Kathleen D. Hamilton
 Director of Faith Development

Hispanic Ministries

Spanish Language Ministries in the Diocese of Olympia are in the very early phases at this time. Currently there are three locations where Spanish is used as a liturgical language in our worship. In addition, other ministries and churches have Hispanic members, and some are involved in ecumenical ministries with Spanish speaking Christians.

The Bishop's liaison for Hispanic Ministry is the Reverend Donald Maddux of Shelton. Father Maddux maintains a resource list of materials available for Spanish Language ministry which he is happy to supply to interested churches. He is also anxious to speak to Vestries or other interested groups.

Sts. Martha and Mary, Seattle, under the leadership of the Reverend Susan O'Shea, includes worship, and pastoral and human needs outreach in Spanish and other languages. A number of the participants in the ministry are persons of Hispanic culture.

St. James Sedro-Woolley (Iglesia Santiago) under the leadership of the Reverend Jerry Connors wishes to report these current activities:

1. Regular home visits and Spanish language masses.
2. Ecumenical work in the Skagit Valley including Estudios Biblicos and advocacy work with immigration issues.
3. 18 core members from 4 households. Two baptisms, 14 bilingual services and 10 Spanish language ones. Bishop Warner confirmed two persons.
4. Working on issues of safe affordable housing.

La Iglesia Santiago is dedicated to opening up all aspects of church life to Hispanic visitors and residents.

For about three years, St. David's Shelton (La Iglesia San David) has made an effort to assist migrant and resident Hispanic people in the Mason County area.

1. Pastoral care has included home and hospital visits, referral services, transportation, translation and assistance with paperwork in Spanish and English.
2. Two baptisms, a confirmation and a wedding have been highlights of worship at San David. House blessings and Eucharist with guitar music by Miguel Luengo. Mr. Luengo is also being licensed as a layreader.
3. Participation in the broader community means sharing the parish hall (salon parroquial) with other rights and cultural groups. Hosted the Latino Community for a dance, a concert and informational meetings by Immigrations Rights representatives. Summer program for children and open house on Thursday nights with food, music and the use of the restrooms and showers.
4. Seven families or individuals currently make up San David membership.

Commission on Ministry

The Commission on Ministry is a canonically established body that assists the Bishop in determining needs, recruiting and selecting persons for ministry, as well as their continued guidance, pastoral care and continuing education.

After reviewing and revising the process by which the Diocese assists persons in discerning paths of ministry, the Commission on Ministry completed and sent a resource copy of Ministry Guidebook to each congregation. For continuity with the guidebook, postponement of the deadline for accepting applications for Postulancy was moved from June, 1995 to June, 1996.

As outlined in the Ministry Guidebook, a "Faithfulness and Call Conference" was held for discernment for ministry. It was successful and well attended.

The Commission on Ministry continues to meet with persons in the ordination process, and those who seek admission to Postulancy, making recommendations to the Bishop as appropriate. The Commission meets regularly on the fourth Wednesday of each month, and at other times as needed. I consider the Commission to be prayerful, thoughtful, dedicated individuals who convene as a group, accepting with integrity their entrusted responsibility.

Carol Teays, Interim Convenor

Nominations Committee Report to Convention

DIOCESAN COUNCIL

Clerical Order - Vote for one

The Reverend Michael Carr, rector, St. Andrew's, Port Angeles. Ordained priest in San Diego in 1983, he has served as assistant, rector, and vicar of churches in San Diego and Los Angeles, before being called to be rector of St. Andrew's Church in Port Angeles in September 1994. He has served as chair of interfaith dialogue, and worked with youth and Christian Education.

The Reverend Stephen E. Moore, interim, St. John the Baptist, West Seattle. Elected to one-year term on Diocesan Council 1994-95; Diocesan Liaison-Maritime Ministry; Faculty Member-Diocesan School of Theology; Search Committee for Director of Adult Faith Development; Committee on Alcoholism and Substance Abuse; Committee on Constitution and Canons; CADO Committee on Professional Conduct; former chair, Committee on Ecumenism and Interfaith Relations.

Lay Order - Vote for two

William J. Duchie, St. Luke's, Vancouver. Vestry of St. Luke's, Vancouver; Diocesan Capital Campaign; Diocesan Convention; Newcomer Visitation; Usher; Faith Alive (National Board of Directors, weekend coordinator and assistant diocesan representative) and EFM. Previously active in Texas and California congregations on vestry, diocesan Convention, stewardship, evangelism, Christian education, small groups and lay ministry leadership. Prior to retiring, a significant part of his career was spent with a major oil company defining corporate goals, strategies and budgets.

Robert Graham, St. Thomas, Medina. Baptized, confirmed and married in the Diocese of Olympia. He wants to work for our Diocese in return for the blessings he has received. Parish Christian Education Commission and Youth Leader, Convenor/Facilitator Diocesan and Provincial Youth Programs, Commission on Faith Development, Diocesan Youth Committee Chair, Project '96 Task Force, Young Adult Representative to National Church Executive Council (seat & voice).

Susan Kirschner, Church of the Holy Spirit, Vashon Island. Youth Group director, Vestry, Junior and Senior Warden, TACS member, Staff of LSI Phase I. She sees Diocesan Council as an opportunity to be actively involved as the church evolves into the Church of the 21st Century. The future may be uncertain, but she believes we are being called to enrich and sustain the Church for that future.

Jack Lyons, St. Andrew's, Port Angeles. Twice Senior Warden at St. Andrew's including Search process. Presently member of Diocesan Council, Early Response Team and Budget and Finance Committee. Head lay reader in previous parish. Directed choir for 19 years.

STANDING COMMITTEE

Clerical Order - Vote for one

The Reverend Norman S. Johns, St. Charles, Poulsbo. Pastoral Psychotherapist, practiced knowledge in abuse issues; interim priest for six parishes since 1987; former rector, St. Paul's, Bremerton; Diocesan Council; chair, Program and Budget; Hunger Chair (Diocese of Virginia). Lobbyist for Food and Drug Industry; Concert Artist. Fr. Johns has a diverse background and careful sensitivity to contemporary issues.

The Reverend Charles D. Ridge, rector, Church of the Ascension, Seattle. President of the Board of Sts. Martha and Mary in the Pike Market area of Seattle; 34 years in parish ministry. Concerns: strengthening the Diocese by supporting the ministry of our Bishop and encouraging qualified candidates for ordination; ministry to minority populations within the Diocese.

The Reverend Joseph Tiernan, rector, St. Barnabas, Bainbridge Island. Vicar, St. Hilda-St. Patrick's, Edmonds (77-81); rector, All Saints, Portland (81-88); rector, St. Barnabas, Bainbridge Island (1988-present). Understands diocese and relation of its many parts. Good judgment and evaluation re: ordination candidates, pastoral clergy concerns. Former Roman Catholic seminary dean. Organizational and business skills, strong faith in God.

The Reverend Canon Curtis R. Zimmerman, rector, Christ Church, Tacoma. A priest in this Diocese for 16 years, served on Diocesan Council, has been a member of the Governing Bodies System Committee. Presently chair of Diocesan Commission for Congregations. He is known for his personal integrity, compassion, and commitment to truth telling. He brings 21 years of priestly experience, the vision, and personal commitment to the work of the Standing Committee.

Lay Order - Vote for one

Helen Rogers, Church of Our Saviour, Monroe. Active for many years as a member of both small town and urban congregations. Graduate of the Diocesan School of Theology, active in the Cursillo movement and on a wide variety of boards and committees including the Commission on Ministry and Diocesan Council. Presently a member of the Training and Consulting Services.

CATHEDRAL CHAPTER

Clerical Order - Vote for one

The Reverend Mary L. Jellison, deacon, St. Paul's, Bellingham. Member of St. Paul's, Bellingham for 27 years; full-time deacon for two years. Experience includes past director of worship committee, vestry, member of task force committee for new Parish hall, and committee to help organize the new St. Paul's Primary School. Interested in helping to bring a closer unity between the Cathedral and the diocese. Will do this from the viewpoint of a deacon.

Lay Order - Vote for one

Jerry Garman, St. Andrew's, Seattle. Life-long member of St. Andrew's, Seattle, serving the choir, Senior and Junior Warden several times, lay reader, chalice bearer, Convention delegate. Past member of Camp Huston Committee and chair of St. Andrew's House Committee. President of consulting business to electric utility industry. Believes Cathedral and diocese need to work closer together.

Dorothy Anne (Dottie) Thompson, St. Luke's, Vancouver. Junior and Senior Warden, President ECW, Church School Director, Parish Administrator, Church Pre-School Board, managed parish real estate properties, organized and chaired annual fundraising events, Convention delegate. Goals: provide a link between diocese and St. Luke's which can enable us to feel part of the larger community, taking advantage of programs and celebrations - share or bring these to southern churches - bring us into fellowship with Cathedral family.

CONVENTION OFFICERS

Secretary of the Diocese

The Reverend John G. Schaeffer. Recently retired after 35 years as rector, St. Luke's, Renton. He has completed six terms as Secretary and is seeking this office for another year. The Secretary of Convention also serves as Secretary of the Board of Directors. He has been a member of the Diocesan Council and the Commission on Ministry, and has been a Convocation president, a reader for the General Board of Examining Chaplains, and faculty member and dean of the Diocesan School of Theology. He is currently a Planned Giving Field Officer on a quarter-time basis.

Treasurer of the Diocese

Denny Bacon, Church of the Ascension, Seattle. Denny is completing his third full term as Treasurer, serves as a member of the Board of Directors and chairs the Property and Loan Committee. He has served as stewardship chair and senior warden for Ascension, has over 20 years of financial market experience, and is currently a partner with Seattle Northwest, a municipal bond trading firm.

Historiographer

The Reverend Bill Bertolin, Good Shepherd, Federal Way. Incumbent; member National Episcopal Historians Association; History, Archives and Records Committee; TACS; President, Vancouver School of Theology Foundation Board of Trustees. Goals: Episcopal Voice series on the 50s, 60s, 70s, 80s; continue entry and advanced HAR workshops, with expansion to include the Archdiocese of Seattle; continue to promote nationally and in the Diocese the interpretation of history as a resource for evangelism and long-range planning.

Archivist & Records Manager

Diane T. Wells. Diane is completing her first full term as Archivist and Records Manager. During that time she has revised the Records Management Program for the Diocese, prepared an Emergency Plan for the Diocesan House, and is currently reviewing

policies and procedures for the Archives. She has masters degrees in history and library science and a certificate in records management. She serves on the History Archives and Records Committee, is a member of the Society of American Archivists, the Association of Records Managers and Administrators, National Episcopal Historians and Archivists, the Seattle Archdiocesan Historical Commission and is a board member of Seattle Area Archivists.

GENERAL CONVENTION DEPUTIES

Clerical Order - Vote for four

The Reverend Kevin Bond Allen, rector, Christ Church, Puyallup. He is able to engage opposing viewpoints and offer objective discernment and leadership from theological / traditional and individual/corporate perspectives. Minister/consultant in Southwark, London, Ely (UK), New Westminster (Canada), missionary-Bangladesh; National Asiamerican Ministries Board; Professional Standards Committee; various diocesan committees since 1974; taught (and published articles on) Anglicanism.

The Reverend Diane B. Brelsford, associate, Church of the Ascension, Seattle. Experience on Peace & Justice and Healing Commissions, Commission on Ministry, and as Marriage Encounter Coordinator. Former Chaplain, Annie Wright School, Tacoma. Attended Anglican International Women's conferences in Brazil and Honduras and 1984 General Convention. Currently on Board of Examining Chaplains, Committee's on Human Sexuality and Alcohol & Substance Abuse, Chaplain, Episcopal Churchwomen's Board and Member of Spiritual Director's International. Has broad understanding of vital issues and is committed to prayer and rational discourse as a way to unity.

The Reverend Robert L. Christie, rector, St. George's, Seattle. Has served the diocese for 25 years, and as a deputy to the 1988, 1991 and 1994 General Conventions; at the 1994 Convention, served on the Constitution Committee (#4) of the House of Deputies. Supports the continuing dialogue on issues we face, and believes inclusivity is synonymous with the Gospel. It would be his privilege to once again serve the Diocese in Philadelphia in 1997.

The Reverend Paul M. Collins, vicar, St. Hilda's - St. Patrick's, Edmonds. Delegate to General Convention 1994; member of Convention's Church Pension Fund Committee 1994-97; Board member and Treasurer of NNECA for five years; former president of CADO and member of Diocesan Council and Cathedral Chapter; member of the (National) Council for the Development of Ministry for four years; active in Cursillo.

The Reverend Mary Jane Francis, associate, St. Margaret's, Bellevue. In the Diocese of Olympia she serves on Diocesan Council, the CADO Board, the Human Sexuality Committee, and was a member of the Faith Development Task Force. In the Diocese of Tennessee she was a General Convention deputy and first alternate, served on the Christian Education Working Group, and chaired both the Commission on Ministry and the Church Consultants Working Group.

The Reverend Donald P. Goodheart, rector, Church of the Epiphany, Seattle. Rector of Epiphany since 1988, he has served as President of the Seattle South Convocation, President of the Clergy Association, and on the Capital Campaign Executive Committee. Elected deputy to General Convention for 1985, 1988, and alternate for 1994. He is chairman of the Resolutions Committee for this Convention.

The Reverend John P. Lambert, interim, Emmanuel Church, Mercer Island. He has served as an alternate deputy from the Diocese of Olympia for the past four General Conventions. His goal in attending General Convention as a deputy is to represent those of an Evangelical persuasion. He is interested in helping the Episcopal Church move on from "housekeeping matters" to mission and ministry to the unchurched.

The Reverend Joann L. Paolozzi, rector, Church of the Epiphany, Chehalis. She is currently finishing her second term as President of the Standing Committee and has also served on the Committee for Convention Resolutions, Capital Campaign Leadership, and Clergy Professional Standards. In Oregon, she served on Council and the Committee on Human Sexuality. She is committed to both dialogue and decision-making as the Episcopal Church works diligently at balancing diversity and creativity with tradition and orthodoxy, all of which matter.

Lay Order - Vote for four

Patricia K. Apperson, St. John's, Olympia. Currently diocesan Director - Church Periodical Club. Past Province VIII V.P. and President, Daughters of the King; UTO Treasurer, Diocese of Oregon; and Alumnae Board, Oregon Episcopal School; Cursillo Steering Committee, Diocese of Milwaukee, Wisconsin and El Camino Real, California. YWCA Woman of Achievement, Olympia & Thurston County 1994 & 1995. Past member: Ascension, St. James, St. Charles, St. David's, St. Thomas, St. Paul's, Republic of China.

Nancy Allaire, St. Benedict's, Lacey. Active in Episcopal Church since 1947, member of St. Benedict's since 1988. Concern she has for the Church she loves prompts her desire to serve as a deputy to General Convention. Her votes would be informed by scripture and prayer. Her strengths are organizational and analytical. She has ongoing experience and education in ministry, nationally as well as locally.

James H. Allendoerfer, Trinity Church, Everett. Occupation: Superior Court Judge. Special interests/passions: At-risk youth (banished or otherwise); reconciliation of all factions in the church. Church involvement: Episcopalian for 26 years; senior warden three times; church school teacher for 10 years; chair of Diocesan Camp and Conference Committee; deputy to General Convention in 1979 (Denver) and 1994 (Indianapolis).

Duncan A. Bayne, St. Mark's Cathedral, Seattle. Experience: numerous parish and diocesan positions since 1972; Vice-Chancellor since 1992; deputy from Olympia to 1991 and 1994 General Conventions (member, Deputies Canons Committee). Interest: God willing, in (a) representing the whole church; (b) continuing the work of healing division; and (c) continuing National Canons work begun in Indianapolis.

Jim Church, St. Margaret's, Bellevue. Active in National Church (twice General Convention deputy, once alternate, member of Committee on Constitution); Diocese (former convenor of Commission on Ministry, BACAM, St. Andrew's House Committee, Cursillo); Parish (past Senior Warden, chair of Search Committee, many committee positions). Experience acquired as a deputy and alternate enables him to be immediately effective in representing the people of the Diocese of Olympia. The seniority acquired would enable him to be assigned to a committee, where the groundwork of General Convention is done.

Phyllis Gill, Christ Church, Tacoma. She has been an active participant in the life of her congregation for almost 50 years and has served on the vestry and as Senior Warden. In the diocese, she has been involved with Cursillo, the Commission of Diocesan Congregations, and the Human Sexuality Task Force. She was an alternate to the last General Convention.

Lyn Goetz, Church of the Resurrection, Bellevue. Currently a member of Diocesan Council and the Order of the Daughters of the King (serving a three-year term as President for this Diocese). Serves as Treasurer, Layreader and Lay Eucharistic Minister. Has served as alternate to diocesan Convention and has been trained as a spiritual director. Attended 1994 General Convention, 1995 Synod, and hopes to provide vision for our future by interweaving the voice of the Spirit as it is expressed through the People of God, for "without a vision, the people perish."

Angela Mathias, St. David's & Emmanuel, Seattle. She believes young adults should be involved in the decisions being made that effect them today and tomorrow. Active in diocesan, provincial and national programs. Convenor/Facilitator for youth programs, Young adolescent ministry trainer, Provincial Youth Council, SYNOD (seat & voice). Young Adult representative to National Church Executive Council (seat & voice). Education: WWU - BA History - teacher.

Joyce McConnell, St. Mark's Cathedral & St. David's, Seattle. Experience extends from local parish to diocesan and national level. Employed by the Diocese for 37 years; 17 as Treasurer. Past member of Diocesan Council, Standing Committee and Board of Directors, active in Province, National Executive Council, deputy to six General Conventions (1991 & 1994 chair, Committee on the Environment and Committee on Resolutions), currently on CDSP Seminary Council, Episcopal Retirement Homes Board, and Vice-President of Province VIII.

Janet McCully, St. Mark's Cathedral, Seattle. Goals: Increase church unity as one body coming to the Lord's table as persons not as issues. Recruit youth and create leadership roles for youth on all governing bodies. Shared clergy/lay accountability and leadership. Experience: vestry, St. George's College Jerusalem Board, Companion Diocese Task Force, Cursillo, chalice bearer, verger, consultant for Anglican Communion. Profession: Co/ founder/Director/Educator job readiness counseling firm serving disadvantaged unemployed persons.

Candidate Questions

In response to requests from delegates attending the fall round of Pre-Convention Gatherings asking for additional information on candidates, the Committee on Nominations asked nominees to respond to two questions. Nominees were asked to limit their response to each question to 30 words or less. Their responses are included here.

The two questions asked were:

1. *How would your theology be reflected in discussions/decisions in which you would be involved, if elected?*
2. *How do you approach the issues before the church today related to human sexuality?*

DIOCESAN COUNCIL

Clergy

The Reverend Michael Carr

Question 1: Does it help us to know Christ and to make him known?

Question 2: I whole heartedly agree with it. I think we should have human sexuality! My wife, Kelly, would agree!

The Reverend Stephen E. Moore

Question 1: God is God, therefore I am not. This realization guides and gives context to my approach to both people and problems.

Question 2: Sexuality is a gift from God and we are accountable to the Creator for our use of it. I commit to the conversation, rather than to triumph or despair.

Lay

William Duchie

Question 1: God calls people to community. Dialogue and prayerful reflection allows exploration of all options revealed by the Spirit. Seeking consensus minimizes community fragmentation, allowing continued progress in discerning God's will.

Question 2: Homosexuality is an aberration in God's plan for procreation, not a sin. Sexual exploitation is always sinful. Considering the range of issues and emotions our response must minimize community fragmentation.

Robert Graham

Question 1: My relationship and belief in Christ is a part of my everyday life. When faced with decisions/discussions, I find myself reflecting on our diocesan mission statement. It brings about a focus/direction in my life.

Question 2: As a youth leader I often need to share/take a stand on issues such as human sexuality. I have credibility and success as a youth worker because I try hard to live the example of our Baptismal Covenant.

Susan Kirschner

Question 1: I hope that the "words of my mouth and the meditations of my heart" are always acceptable to our Lord. Decisions and discussions in which I would be involved, if elected, would reflect that Christ is my guide in "thought, word and deed." I strive to respond in discussion and action in a manner that keeps me in a right relation with God.

Question 2: I believe the Church must ultimately be inclusive. I am not certain what this will mean specifically, but I do know we must listen to one another and find our way **together**.

Jack Lyons

Question 1: I base my discussions and decisions on the Christian doctrine of The Episcopal Church and The Vision Statement of the Diocese of Olympia.

Question 2: I approach this issue as exemplified in Resolution #2 (Continuing the Dialogue on Human Sexuality) being submitted to the Diocesan Convention.

STANDING COMMITTEE

Clergy

The Reverend Norman S. Johns

Question 1: Thirty Words: Spirit of Healer, of Confessor, of Compassion, of Fairness, of Discernment, of laughter; Prophetic, systemic, Evangelistic, missionary, worldly. Traditional Anglican: conservative on scriptures, liberal about society, not fundamentalistic.

Question 2: Thirty Words: Jesus is Lord! Mystery, scriptural, sacramental, boundaries, values, reconciliation; To be: listener, lover, redeemed, healer, friend, grieved, gentle, advocating. Unity in the Family. Outraged by abuse. Knowledge incomplete. Act cautiously.

The Reverend Charles D. Ridge

Question 1: All truth is of God and it is truth, therefore, that makes us free. Scripture, tradition and reason are my authorities as I strive to live into our baptismal covenant.

Question 2: Faithful Episcopalians are not of one mind on these issues; therefore, we must listen to each other intently. Ultimately, each of us has no choice but to act on conscience.

The Reverend Joseph Tieman

Question 1: What would God have us do? is the question I ask. God is Incarnational - present with us, and continues to be revealed to us.

Question 2: What would God have us do? He created us and calls us to community. How would he have us live together? Scripture and continuing revelation informs us.

The Reverend Canon Curtis R. Zimmerman

Question 1: The grounding of my theology is contained in the promises of our baptismal covenant (BCP pages 304-305). As we attempt to live out what we have promised, both individually and together, the transforming life we seek can take place. I believe, however, that we each must remember that agreement with one another and acceptance of each other are not dependent upon each other. We must know that we are acceptable to God and one another through the saving grace of Jesus. We need not agree on all things to accept and celebrate our life together.

Question 2: I approach the issues, concerns and decisions before us from the perspective I have just outlined. Discernment on questions relating to our humanity as sexual beings is frequently difficult and intense because these questions are at the heart of the personhood of each of us. Our role as Christians is to discern God's revelation to us which is grounded upon scripture but never static and is always ongoing. As we have been hearing in the Gospel readings on recent Sundays, that revelation frequently surprises us as God builds upon the old to reveal the new.

Lay

Helen Rogers

Question 1: I believe God gathers the Church in order that the breadth and depth of the action of the Holy Spirit may be made present in the complexities of today's world. Therefore, I will consider it my job and duty to enter into the work of the Church prayerfully, seeking consensus by listening carefully and speaking truthfully.

Question 2: I endeavor to approach all issues in the same way as I attempt to live out my faith - that is, in the light of the Baptismal Covenant. In these vows I promise to repent, proclaim, serve, and respect - these are the values that I hold as I work with others to serve God in the midst of our diversity.

CATHEDRAL CHAPTER

Clergy

The Reverend Mary L. Jellison

Question 1: As an icon of the servanthood of Christ, I would approach discussions and decisions by asking myself, "how would this accomplish the work of Jesus in today's world?"

Question 2: All of us are children of God and need to be treated with love and respect. This thought must be foremost in our thinking as we approach these issues.

Lay

Jerry Garman

Question 1: We ARE Anglicans, operating under the theology of the Episcopate. As a member of the Cathedral Chapter, I would approach the issues facing the Chapter with the above giving me my general direction in my deliberations.

Question 2: To the extent these issues came before the Chapter, I would take my direction from the dictates of General Convention and the instructions from my Bishop.

Dottie Thompson

Question 1: In active listening and prayerful consideration for all topics, separating emotion from rational thought processes, remembering we are all part of the body of Christ

Question 2: With compassion for the individual, respect for the Word of God and the traditions of our Church, and prayer for guidance and consensus within the diocesan family.

GENERAL CONVENTION DEPUTIES

Clergy

The Reverend Kevin Bond Allen

Question 1: CHRIST WITHIN ME, CHRIST BEFORE ME, CHRIST IN SPITE OF ME!! I believe in dynamic orthodoxy, discern how decisions impact worship, biblical interpretation and faith community; and am open to change.

Question 2: The same as any other issue... with pastoral and caring listening, with prayerful reflection on our scripture and worship tradition, with intellectual engagement of contemporary theology, experience, culture and science.

The Reverend Diane B. Brelsford

Question 1: Seek God's unconditional love to respect and bring all creation into conscious union with Christ.

Question 2: Pray with discerning heart, listen with open mind, seek reconciliation of conflict through Holy Spirit.

The Reverend Robert L. Christie

Question 1: My theology is reflected in the Summary of the Law; in short, loving God and neighbor as myself. This is central to the way I approach discussions and decisions with the guidance of the Holy Spirit.

Question 2: I approach issues of human relations and human sexuality from the standpoint that we are all children of God, created in God's image, and, thus, I am no more or less a sinner than my neighbor, while I trust the Holy Spirit to lead me to all truth.

The Reverend Paul M. Collins

Question 1: General Convention debates almost always involve deeply held conflicting values. It is my belief that these bedrock values need to be brought to the surface and placed side by side so that progress can be made. Historically it has often taken the Church more than one generation to address complicated issues. Within this context, simple slogans and ideology can only contain a fraction of the truth Christ would have us reach.

Question 2: Our church is being called upon to debate the issues of sexuality because our culture is deeply divided, troubled and undecided over these very issues. We like everyone else are struggling with them. The difference is that we do so as Christians called by the Holy Spirit to remain together in community.

The Reverend Mary Jane Francis

Question 1: My theology would be brought to bear in any discussion as one "conversation partner" (along with other voices/considerations) in pursuit of decisions which would best serve the 'common' good.

Question 2: My basic approach is that we are sexual human beings created in the image and likeness of God, and that we, who are the Church, are really struggling to come to some sort of consensus around the implications of that for our life together.

The Reverend Donald P. Goodheart

Question 1: Jesus Christ is the presence of God in the flesh, in our daily lives and decisions. Therefore, I seek an awareness of God's presence in each situation, and ask, "What would Jesus do?"

Question 2: I study the Scriptures. I pray. I discuss with fellow Christians. I agonize. I sense God's call to more holiness about our sexuality, and a still greater call to get on with Christ's mission.

The Reverend John P. Lambert

Question 1: Hopefully, my theology would inform my participation as a member of the deputation from the Diocese of Olympia. My conviction is that we must address the primary mission of the church to the world and move beyond internal squabbles about who is "in" and acceptable, and who is not. We can safely leave that judgment to God and get on with the business of sharing the Gospel we've been given.

Question 2: Very prayerfully (relying upon Scripture, Tradition and Reason), seeking the guidance of the Holy Spirit and attempting to listen in love to those with whom I disagree. Hopefully, I can bring an attitude of humility and openness before God as relates to the mystery of human sexuality.

The Reverend Joann L. Paolozzi

Question 1: My theological reference point in groups is to always be listening for the mind and heart of Christ as we all share our perspectives. My continuous prayer is, "Where are you in this God?, and How should I respond?"

Question 2: Human sexuality, a gift which God pronounced "GOOD!" must first be celebrated. Then the abuses must be taken on: acts of violence and bigotry against any of God's people whether they be women, men, children, homosexuals, people of color or minorities.

Lay

Nancy Allaire

Question 1: My theology is based on Scripture, influenced by the BCP and interpreted somewhat through my experience and that of others. I would listen to the views of others and share mine, but if there were a conflict between a view based on experience or culture and a clear teaching of the Bible, I would hope to follow the Biblical teaching.

Question 2: I believe all members deserve the respect and pastoral care of the church. However, I am against the ordination of practicing homosexuals and same sex marriages or blessings because the Bible is plain that sex outside marriage is a sin, and marriage is ordained by God only for a man and a woman. I also am against ordaining heterosexuals who are having sex outside marriage, and feel that the standard for clergy should exclude all sex outside marriage.

James H. Allendoerfer

Question 1: I am concerned over a tendency of the Church to become self-absorbed with internal issues and disputes, rather than focusing on its mission and ministry. Further, when the Church risks becoming involved in broader issues it tends toward politically correct positions, and local option solutions, rather than following theologically based principles of reconciliation, inclusiveness and servanthood.

Question 2: To continue (or kick-start) the dialogue on human sexuality is the right thing to do. The Church must be deliberate in its search for the will of God, and sensitive to the different experiences of God's people. In the meantime I would support a guideline allowing ordination of qualified persons regardless of sexual orientation. However, I am not persuaded that there is any basis, theological or otherwise, for blessings by the Church of same sex unions.

Patricia K. Apperson

Question 1: My theology is reflected in discussion/decisions because of my education as a Christian, a Protestant, and an Episcopalian. Prayer, love of my fellow man, as well as research, determine my decisions.

Question 2: My approach to the issues today related to human sexuality are very soul-searching. I strongly feel we are "our brothers keeper." At the same time, I firmly agree with the consensus of our House of Bishops. This is 'OUR' governing board whose decisions I respect.

Duncan A. Bayne

Question 1: The literal answer is "thoughtfully and Prayerfully." However, assuming the question asks "what is my theology?", I accept the Gospel as a loving, caring, and inclusive message, and believe literally in the Second Great Commandment.

Question 2: Again, the literal answer is "openly." I no more believe that homosexuality is per se evil than I believe heterosexuality is per se good. The sum of a person's character does not flow exclusively from his or her sexuality or sexual persuasion, but from all facets of that person's life and experience.

Jim Church

Question 1: Approach all issues with prayer and meditation, seeking to be open to hearing, questioning, and understanding all sides of issues. Decision made would attempt to include all in the solution.

Question 2: The House of Bishops has requested that no legislation be proposed and no action be taken on human sexuality issues until the current study and dialog is complete. I will honor that request.

Phyllis Gill

Question 1: I try to be open and honest with myself and others. I use spiritual discernment and prayer and I find help in scripture, especially Micah 6:8 and the Gospel of John.

Question 2: Once again, I hope to have an open mind and a spirit of understanding. I regret the divisiveness of these issues because they call us to extremes and away from the central Gospel of Love and Mission.

Lyn Goetz

Question 1: I believe that God has called all to reconciliation and wholeness through Jesus Christ, and to sharing our communal life through the grace of the Holy Spirit. I will prayerfully consider opportunities and directions that will help us to work to fulfill the great commission.

Question 2: I strongly agree that our human sexuality is a gift from God and is to be expressed in such a way that we and others are led into a greater appropriation of wholeness on the road to holiness. I firmly support the present teaching of the Episcopal Church concerning marriage relationships.

Angela Mathias

Question 1: My belief that we are to love one another as God loves us governs me as a person. Therefore, it would, and is, inherently reflected in my discussions/ decisions.

Question 2: I believe that the Church should be a place where all people feel welcomed, nurtured, and cared for spiritually.

Joyce McConnell

Question 1: God in Christ is still in charge, and Lord of all. As Anglicans we can live with diversity and differences, looking to Christ in love for forgiveness, redemption and renewal.

Question 2: All humans are created in God's image, and as his children entitled to love, dignity and respect. The Holy Spirit will lead us into all truth; let us continue the dialog.

Janet McCully

Question 1: General Convention is a deliberative organ of The Body of Christ; my focus is prayerful openness to guidance by the Holy Spirit and the Anglican cornerstones of scripture, tradition and reason.

Question 2: To hear God's call, one must listen to the truth of all sides, both within the Diocese and National Church with an open mind and vote prayerfully from the heart.

ate 1994, the Venerable Patrick Tomter, Archdeacon, resigned to accept a call as Director of Pastoral Services at Good Samaritan Medical Center in Portland, Oregon; The Office of the Bishop is one of the five governing bodies of the Diocese of Olympia; the other four are the Diocesan Convention, the Diocesan Clergy, the Board of Directors, and the Standing Committee. The Specialized Ministries Council has been Treasurer since its appointment as the Office of the Bishop. The Reverend Mark Milting and the Reverend Rob Moore (appointed) functions as the Ministry Extension of the Office of the Bishop providing sacramental services for congregations of alleged misconduct.

995, The Office of the Bishop provides executive leadership for the functioning of the Diocese, in the Diocesan School of Theology, which is working to be a value-added "service" organization. The Bishop, taken with the advisors, seeks to serve the staffs and members of this Diocese. The Office of the Bishop is responsible for the Ministry that is carried out by the Diocese, formerly associated with Stewardship and Development ministries, affiliated to administrative schools, rather than the governing Church and the Diocese. The Diocese has appointed a Receptionist in addition to continuing her former responsibilities.

The work of the Office of the Bishop includes providing support services for clergy, including deployment, supervision of mission, clergy, the Council and a wide range of the Reception and support of clergy and clergy families. Other work focuses directly on the work of congregations, including vacancy consultation, long-range planning, and conflict management. Considerable time and energy involves misconduct issues, which are increasingly complicated, sensitive, and potentially litigious. The search for a full-time Adult Education Coordinator - who will oversee the School of Theology - is almost completed, and it is anticipated that this financial aid will be a major part of the year.

administrative systems support. The Walker, formerly Director of Communications, requested that her employment be ended by the Office of the Bishop for the role in planning and guiding, formerly of other persons, as well as a responsibility for overseeing the implementation and supervision of diocesan programs and ministries. Members of the Office of the Bishop provide leadership for many conferences, meetings, and visits in congregations throughout the year. For example, visits by the Early Response Team (ERT) representing the Office of the Bishop, including the Treasurer and the Diocesan Director of Stewardship and Development, and the Reverend John Schaeffer has been appointed to be as part-time liaison for Planned Giving (sharing the work of the Reverend Murray). The Bishop is also the chief liturgical and ecumenical officer. There are a host of liturgical events and visitations, as well as regular interactions with other Western Washington religious and community leaders.

Elizabeth Young was appointed as Administrative Assistant to the Director of the Ruston Camp and Conference Center. Finally, there is the work of the Office of the Bishop in the wider church. A bishop not only heads a diocese, but engages as a colleague with other bishops for the leadership of the Office of the Bishop also includes oversight of staff employed in various programs throughout the Diocese. Each bishop has a number of ministries and ministries which are carried through the work of the wider church. The Refugee Resettlement Ministry and the other ministries located at the Church of the Holy Family of Jesus in Tacoma. There are some 25 employees funded by special program grants from outside the Diocese in two offices.

Other recent extraordinary demands upon the Office of the Bishop have included the conclusion of the Canon 25 process at St. Thomas Church, Medina, and the visit by the Presiding Bishop, President of the House of Deputies, and other senior Executive Council staff members to the Diocese in June for the exploration of a partnering relationship between the Council and the Diocese of Olympia, followed by the hosting of the Executive Council's quarterly 5-day meeting. Comptroller Christine Smith-Clark and Insurance Administrator Kathryn Goforth spent most of the summer implementing a much needed new accounting software system.

A new Commission for Congregations has been organized to begin its work in providing oversight for mission planning, mission extension, grants, and resource development.

A new group has formed entitled The Episcopal Church Response to A.I.D.S. to coordinate resources for congregations and individuals engaged in this vitally important pastoral ministry.

The Project '96 Task Force was formed to begin to address diocesan restructuring needs. The Racism Task Force and the Human Sexuality Committee continued their important work in facilitating dialogue and bringing forth recommendations for these important areas of concern. Another task force explored the relationship of the Ministry of Saints Martha and Mary to the Diocese, making recommendations to the Diocesan Council.

The work of the Capital Campaign has continued in the midst of all of the above, including many calls and meetings by the Bishop with major donor prospects, along with other campaign events. Exploration of a Companion Diocese relationship with the Diocese of Jerusalem has also been an important activity this year, including the visits in the Diocese of Bishop Kafity from the Diocese of Jerusalem and the Very Reverend John Tidy, Dean of St. George's Cathedral in Jerusalem.

Each year sees an increase in the expectations to be carried out by the Office of the Bishop. We are sustained by the dedicated commitment and hard work of the hundreds of volunteers who share in the leadership for our Diocese, as well as each of your prayers and good wishes. May we increase our sense of "partnering" in the year to come for the building up of Christ's Church in this place.

Personnel Commission

October 1995

To: The Voting Members of Convention

Dear Friends in Christ,

The decisions we make at Diocesan Convention are made on behalf of our whole diocesan community. One of the responsibilities you take on, as a voting member of Diocesan Convention, is to communicate those decisions to your congregation.

The action of Diocesan Convention relating to the Personnel Commission report has immediate implication for each congregation. Clergy and lay staff are directly impacted by these policy decisions. The Vestry, or Bishop's Committee, has the responsibility for assuring that church staff members are treated fairly and equitably.

The report from the Personnel Commission contains, in one place, the personnel policies of the Diocese of Olympia, as well as a variety of information about diocesan guidelines. Please be sure your local leadership receives a copy of the Personnel Commission's report following Convention. Note especially the 1996 salary guidelines which reflect a 3.5% cost of living adjustment (COLA) to the range. It will be important to pay particular attention to the Letters of Mutual Ministry Agreement (LOMMA) in which the diocesan policies and guidelines are set forth in a "Diocese of Olympia" sample LOMMA.

It is expected that each clergy person in a congregation will have on file in the congregation and in the Office of the Bishop, a current LOMMA signed by the clergy person, local leadership, and the Bishop of the Diocese. LOMMA's are updated and signed annually. Of particular interest will be the survey results about clergy compensation.

Canon Betsy Greenman takes a primary role in helping clergy and congregations with Letters of Mutual Ministry Agreements, not only for new clergy and congregations in the search process, but any congregation needing assistance. Please encourage your local leadership to call on her with their questions and/or concerns.

Thank you for your ministry as a voting member of our Diocesan Convention.

Faithfully,
Vincent W. Warner

Commission on Personnel Report to 1995 Convention

The Commission's Charge:

Canon 23 provides that the Commission on Personnel report annually to the Convention on its findings and recommendations concerning compensation guidelines applying to clergy working within the Diocese and the lay employees of the Diocese. The Canon also provides that the Commission is responsible for developing and recommending policy, plans or specific actions to be taken by the Bishop, Convention, or Diocesan Council concerning these matters. It charges the Commission to advise the Diocesan Council by July 1st of each year regarding the adjustment to salary ranges for parochial clergy and diocesan staff which it will report to the Convention for its adoption and implementation effective January 1st of the following year.

The Process:

During the year, the Commission discussed and explored a range of issues affecting employment and compensation. Sub-committees were formed for in-depth study of the issues covered in this report and charged to prepare recommendations for consideration by the Commission. It is important to point out that the Commission acted as a Commit-

tee of the Whole in developing the recommended adjustment for compensation purposes. On that matter, the Commission considered a number of factors: changes in the U.S. Department of Labor’s Consumer Price Index (CPI) for the current year, and the personal expertise of the personnel professionals on the Commission.

Report and Recommendations:

The Commission’s report on its 1994-1995 work is as follows:

I. Compensation Schedule for Diocesan Staff

The diocesan staff salary scale applies to lay and ordained persons on the Bishop’s Staff at the Diocesan House and other compensated persons directly employed by the Diocese of Olympia. The Commission recommends that existing salary schedules be adjusted upwards of 3.5% at the mid-point of each grade. The recommended 1996 schedule is *Appendix A*.

II. Compensation Schedule for Parochial Clergy

Parochial clergy are those ordained persons directly employed by the Bishop of Olympia to serve mission congregations and those ordained persons directly employed by congregations. The Commission recommends that existing salary schedules be adjusted upwards of 3.5% at the mid-point of each grade. The recommended 1996 schedule is *Appendix B*.

III. Compensation of the Bishop

The Commission recommends that the salary range for the Bishop be adjusted the same 3.5% increase over 1995.

IV. Lay Compensation

Congregations are reminded that actual compensation is an individual matter and should be based on job performance, job duties and market practice. These factors may well require that a person’s compensation be adjusted by a higher or lower figure than the range adjustment figures reported above. Merely adjusting pay each year by a “cost of living” increase can distort an individual’s proper compensation over time, resulting in pay that is too high or too low. Congregations that do not have formally adopted salary ranges should compare a lay employee’s pay with that of similar organizations in their area, set a figure which is felt “the market” would pay a fully performing employee, and adjust their individual employee’s pay in that light. (*The Commission and the Diocesan Council have completed and adopted a Personnel Policy Guideline Manual for use by all parishes and missions. A copy is available on request by calling (206) 325-4200.*)

V. Supply Clergy Schedule

It is the policy of the Diocese of Olympia that mandatory fee schedules for supply clergy are not appropriate and that such fees should remain subject to negotiation based on individual circumstances. The following compensation is recommended:

8:00 a.m. Service, Sunday, no sermon	\$ 35
One Sunday service, with sermon	\$100

Two Sunday services, with sermons

\$125

One mid-week service, no sermon

\$ 50

VI. Diocesan Performance Appraisal Review Guidelines

The Commission has completed a Performance Appraisal Review Guideline for use by diocesan staff, parishes and missions. The Guideline contains sections for job descriptions, mutually agreed upon goals, employee's self-evaluation and supervisor's evaluation. It is highly recommended that at least an annual review be provided for each employee of the diocesan corporation, its congregations and its ministries. (*Copies are available by calling the Office of the Provost. at (206) 325-4200*)

VII. Severance/Unemployment Compensation Policy

The matter of a Severance Policy or Unemployment Compensation policy was returned to the Commission for further study. The Commission has developed and submits the following:

Purpose:

The Diocese of Olympia and its instrumentality's and affiliated congregations desire and expect that continuous employment will be provided to those lay and ordained persons called to paid service in the Office of the Bishop, any diocesan camp or retreat center, any mission congregation or any parish congregation. It is acknowledged that from time to time, it may not be possible to continue the offer of employment for a variety of reasons among which may be the actual or prospective absence of money to pay agreed salaries, discontinuance of an activity or ministry, or reassignment of work to different entities. In this event, the employing unit will give the greatest possible prior notice of intent to terminate employment to affected persons and will simultaneously endeavor through internal announcement to give awareness of the terminated employee(s) availability, skills and interests to all other instrumentality's and congregations within the Diocese.

To assist the transition to re-employment, it is the policy of the Diocese of Olympia, its instrumentality's and affiliated congregations to provide salary continuation benefits to persons unemployed through no fault of their own. It is intended that these benefits are transitional, and not a form of deferred compensation, so acceptance of other employment will cause transition benefits to cease. It is also assumed that persons in transition are actively seeking comparable employment. Benefits will cease upon notice or discovery that an eligible person has resumed formal education, temporarily departed the area, or ceased looking for work. If the full transition benefit for which a terminated person was eligible had not been paid at the time benefit payments stopped for reasons cited above, application may be made for resumption of benefits, provided not more than 60 days have passed from discontinuance of payments due to cessation of job search.

The provisions of this diocesan plan are intended to closely parallel the provisions of the State of Washington unemployment insurance plan. The Diocese is exempted by statute from participation in that plan, and the existence of this plan does not imply any intent to join that plan, nor does it confer on eligible employees any benefit or right described in that plan not specifically described herein.

Definitions:

Office of the Bishop	<i>All persons, not including the Ordinary, reporting directly or indirectly to the bishop who are compensated from funds appropriated in the diocesan budget.</i>
Parish and Mission	<i>Parish and Mission have the meaning ordinarily accorded them in Canon and custom.</i>
Eligible Person	<i>Any person, lay or ordained, meeting the test of eligibility contained herein.</i>
Calculated Benefit	<i>The maximum calculated sum of money which may be paid to former employees in transition.</i>
Benefits Administrator	<i>A person designated by the Bishop of Olympia for a period not to exceed one year who will hear appeals for denial of benefits and make determinations based on the facts of the case and on the details and spirit of this plan. The expenses and cost of the Benefits Administrator are for the account of the Bishop. The opinions of the Benefits Administrator are final.</i>
Payor	<i>The employing unit is the responsible party for payment of benefit.</i>

Eligibility:

To be eligible for transition benefits, a person must:

1. *Have been employed by the terminating unit for 39 of the past 52 weeks. Any portion of a week for which compensation is paid makes that week eligible. Paid vacation and sick leave/family leave time is eligible. Unpaid leave is ineligible time.*
2. *Have been terminated through no fault of their own, and not for cause.*
3. *Actively be seeking comparable employment.*

Ineligibility:

A person shall be ineligible for transition benefits if:

1. *Discharged for misconduct connected with work.*
2. *Discharged for defalcation, acts of moral turpitude, or failure to perform requested tasks.*
3. *Eligible to receive severance or termination benefits from the Diocese, an instrumentality or any affiliated congregation, as provided in a separate employment contract or LMM.*

Procedure for determining Benefit Amount::

Benefits are payable for a period not to exceed 120 days or 17 weeks at a rate equal to 75% of total wages and non-wage compensation (the base compensation). Non-wage compensation is equal to the sum of wages and housing allowance, but not auto allowance, sabbatical, education, health insurance, social security or any other similar payment. The base compensation is the arithmetic sum of all base compensation earned over the prior 52 weeks, divided by 52. Benefits will be paid on the regular payday of the employing unit, by the employing unit.

Procedure for Filing Claims:

Employee must request payment of benefits in writing, by filling out a statement such as that identified as Exhibit I in duplicate. One copy is to be mailed to the rector, vicar, vestry, bishop's committee, or supervisor of the employee, and the other to the Treasurer of the Diocese, P.O. Box 12126, Seattle, WA 98102.

After determination that benefits are payable, the employing unit will mail a statement of the maximum benefit allowable to the eligible employee.

In the event of a dispute about eligibility for benefits or benefit amount, a hearing with the Benefits Administrator may be requested. Such meeting shall be scheduled within 21 days of the postmark date of the request for hearing. Benefits or increases in benefits awarded by the Benefits Administrator, if any, will be paid retroactively.

Exhibit I I certify that I am eligible for benefits under the
Diocese of Olympia's unemployment policy and request
benefits according to the plan.

Signed

VIII. Clergy Compensation Survey Results

Total responses Received	56
Received from Parishes	34
Received from Missions	22

Response Data:	# Responding Positive	
	<u>Parishes</u>	<u>Missions</u>
Letter of Mutual Ministry	28	14
Continuing education	26	12
Prof. expense allowance	18	4
Annual compensation review	19	10
Housing allowance	21	13
Performance evaluation	22	12
Discretionary fund	17	7
Vacation	28	15
Professional leave	24	6
Personal leave	13	3
Sabbatical leave	20	4
Sick leave	20	8
Disability	5	2

Salary Data Reported

Max.	76,694	69,722	63,383	57,622	52,446
Mid.	63,912	58,102	52,819	48,018	43,705
Min.	51,130	46,482	42,155	38,415	34,964

Actual Salary Data

70,100	58,100	55,300	48,000	50,300
66,700	58,100	52,800	46,500	45,900
	58,000	49,900	45,000	45,100
	51,500*	45,000*	43,000	45,000
		32,800*	39,800p	44,300
				43,700
				43,700
				43,700
				43,600
				41,600
				40,400
				38,300
				37,200
				35,800
				33,700
				32,800
				32,200*
				30,800p
				28,200p
				27,900p

*Interim or priest-in-charge

p Position reported as part-time

IX. Guidelines for Part-Time Clergy/Lay Employee Benefits

Most benefits for part-time clergy are identical to those for full-time clergy with exceptions as noted.

When paid time off is granted to part-time clergy, they are paid for the same percentage of time they normally would have worked. For example, a full-time clergy gets 4 weeks of vacation (160 hours) each year. A half-time clergy would also get 4 weeks of vacation, but would be paid at 1/2 time (20 hours per week) for a total of 80 hours (which is 1/2 of 160 hours). A 30-hour clergy would get 4 weeks vacation paid at 3/4 time (4 weeks x 30 hours/week = 120 hours). All time-related benefits are calculated this way.

Because of the added burden to congregations of paying supply priests on top of leave benefits, restrictions are added to a few part-time clergy leave benefits. These restrictions are only in effect if supply is required. If not, no reduction in part-time benefits is made.

Full-Time Benefit

Associate Paygrade: 2 steps below that established for parish or mission, depending upon qualifications and experience.

Professional Leave: 2 weeks paid leave per year with cost of supply charges to honorarium.

Part-Time Benefit

Same, with part-time salary figured as a percentage of full-time salary after paygrade is determined.

Same.

Full-Time Benefit

Continuing Education: 2 weeks annual study leave with pay; accumulation allowed for 6 years. Funds for study and supply priest provided by congregation.

Sabbatical Leave: After each five-year tenure period in current position, allowed 3-6 months paid leave with approval of Bishop and vestry.

Sick Leave: Accrue 1 day per month.

Death Benefit: No reduction in current compensation or benefits to survivors for 3 months.

Vacation: One month per year.

Reasonable Work Week: Stated in Letter of Mutual Ministry Agreement (LOMMA).

Leave Time: Subject to Family Medical Leave Act (FMLA).

Holidays: As stated by Diocese.

Severance: As determined by Personnel Committee.

Jury Duty: No reduction in compensation; remuneration for jury duty service is returned to congregation.

National Guard: No reduction in compensation.

Bereavement Leave: 5 days paid for immediate family, 3 days for extended family (5 if overnight required).

Short-term Disability: 100% of premiums paid for clergy.

Long-term Disability: 100% of premiums paid for clergy.

Life Insurance: 100% of premiums paid for clergy.

Medical Insurance: 100% of premiums paid toward medical plan with vision and employee assistance plan for clergy and dependents.

Part-Time Benefit

2 weeks annual study leave with pay not to include Sundays if supply would be required; no accumulation allowed. Funds for study provided by congregation.

Same.

Same

Same

Same.

Same, with hours and days to be worked specifically stated in LOMMA.

Same, if minimum time of service conditions are met as stated in FMLA.

Same. If holiday falls on a non-scheduled work day, no pay or substitute holiday will be granted.

Same.

Same.

Compensation reduced by cost of supply.

Same.

Same if coverage allowed by provider contract.

Same if coverage allowed by provider contract.

Same if coverage allowed by provider contract.

Same plan benefits provided for minimum 1/2 time clergy (20 hours per week). No contribution for less than 1/2 time. Premium contributions based upon hours worked as follows:

Full-Time Benefit

Dental Insurance: 100% of premiums paid for clergy and dependents.

Part-Time Benefit

If single coverage desired: 20 to 39 hours: 100% paid or will contribute equivalent to comparable coverage.

If single + 1 coverage desired: will contribute toward premiums of group or comparable plan based on hours worked:

20 to 29 hours - \$300/month

30 to 39 hours - \$400/month

If family coverage desired: will contribute toward premiums of group or comparable plan based on hours worked:

20 to 29 hours - \$400/month

30 to 39 hours - \$500/month

Same plan benefits provided for minimum 1/2 time clergy (20 hours per week). No contribution for less than 1/2 time.

100% of premiums paid for single coverage only.

Dependent coverage available at individual's own expense.

X. Summary of Current Diocesan Policies

This Commission has had as a primary focus this year the task of compiling a summary of previously adopted policies in an effort to provide a single policy handbook for easy use by clergy and congregations. This manual will be submitted as a resolution to be adopted at this Convention.

XI. Continuing Work before the Commission

At the close of the year 1994-1995 the Commission has a number of other matters under review which are neither completed nor ready for final report to the Convention. These include:

A. Salary Grade System for the Office of the Bishop's Staff

The (16) grade system currently in use for establishing salary schedules for diocesan staff-clergy and lay employees was adopted in 1980. Since that time several changes and adjustments have been made. Job descriptions have been completed for all diocesan staff clergy and lay employee positions. The Commission is proposing one of its primary tasks in 1996 be a review and revision of this system.

B. Letters of Mutual Ministry Agreement for Parish/Mission Clergy

While the Commission has finished the majority of its work on this matter, it is by definition a subject to be monitored. The Commission will review any new items to be included in future Letters of Mutual Ministry Agreement. The Commission will continue to provide models for congregations to update letters of agreement with

their clergy. The models will cover all the requirements needed in such letters of agreement. (Appendix C [95/E/1] & D [95/E/1]) A new item was added by this years Commission (see Appendix C, #14, 95/E/1).

Respectfully submitted,
1995 Diocesan Commission on Personnel

The Rev. Donald Mackay III (Chair)
St. John's, Kirkland

Mr. Rick Adams
Emmanuel, Mercer Island

Mr. Steve Faust
Epiphany, Seattle

Dr. Jim Rand
St. Hilda-St. Patrick's, Edmonds

The Rev. Timothy Vance, CADO Rep.
St. Matthew, Auburn

The Rev. Scott Dills
St. Mark's Cathedral, Seattle

Ms. Pam Gibbons
St. Columba's, Kent

Mrs. Dianne Sherman
St. Aidan's, Camano Island

Appendix A

DIOCESAN STAFF SALARY SCALE

<u>Grade</u>	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
16	\$68,361	\$85,452	\$102,542
15	\$54,726	\$68,407	\$82,089
14	\$47,025	\$58,781	\$70,537
13	\$40,818	\$51,022	\$61,227
12	\$35,515	\$44,393	\$53,272
11	\$31,716	\$39,645	\$47,574
10	\$28,444	\$35,555	\$42,666
9	\$27,095	\$33,869	\$40,643
8	\$25,779	\$32,224	\$38,668
7	\$24,528	\$30,660	\$36,792
6	\$22,121	\$27,651	\$33,181
5	\$20,096	\$25,119	\$30,143
4	\$18,452	\$23,065	\$27,678
3	\$17,064	\$21,330	\$25,596
2	\$15,681	\$19,602	\$23,522
1	\$14,409	\$18,011	\$21,613

Appendix B

PAROCHIAL CLERGY SALARY SCALE

<u>Grade</u>	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
A	\$ 52,919	\$ 66,149	\$ 79,379
B	\$ 48,109	\$ 60,136	\$ 72,163
C	\$ 43,734	\$ 54,668	\$ 65,602
D	\$ 39,759	\$ 49,699	\$ 59,639
E	\$ 36,188	\$ 45,235	\$ 54,282

Applicable Policies:

Mandatory Policies (applies to rectors and vicars)

1. If church-owned housing is provided, the range is reduced by 20% plus the amount of any utilities provided, either in form of actual utility costs paid or in allowances provided.
2. Clergy must be paid at least the minimum of the applicable range.
3. Clergy with total experience in ordained ministry of ten years (10) or more regardless of grade, must be paid the mid-point of Grade E, which for 1996, will be \$45,235.
4. Clergy with five (5) or more years in the same grade or congregation must be paid at least 90% of the mid-point of the applicable range. *NOTE: A clergy person with less than five (5) years should be given pay raises greater than the cost-of-living adjustment so the salary would reach the 90% of mid-point by the fifth year.*
5. Clergy with ten (10) or more years in the same grade of congregation must be paid at least 100% of the mid-point of the applicable range. *See note in number 4.*
6. Exceptions to these policies require approval of the Bishop.
7. All financial agreements with clergy must be rewritten or amended in their Letter of Mutual Ministry Agreement (LOMMA) to reflect changes in compensation or provisions and a copy forwarded to the Bishop.

Advisory Policies:

8. For assisting clergy, it is recommended that minimum compensation be established at two salary grades below that established for the parish or mission, depending upon qualifications and experience.
9. For interim clergy, it is recommended that minimum compensation be established at one salary grade below that established for the parish or mission.

Following is a list of documents for each Clergy Person to have in their own possession

- | | | |
|-----|----|--|
| *++ | 1. | Letter of Mutual Ministry Agreement. (See Appendices C and D for content.) |
| *++ | 2. | Each year by November 1st, a Letter of Mutual Ministry Agreement (LOMMA) will be reviewed and a copy sent to the Office of the Bishop. The Bishop's signature will acknowledge receipt. In the Bishop's Office, a copy will be placed in the church file and in the clergy personal file. A copy signed by the Bishop will be returned to the congregation. This should be placed in the file. |

- * 3. A copy of the national and diocesan Canons with a list of those applicable to mutual ministry.
- *++ 4. Washington State Patrol check document. When initiated by the Office of the Bishop, the response is returned there and placed in the clergy personal file. In succeeding years, when initiated by the local congregation, the response is returned there and placed in the clergy person's file. Washington State Patrol checks are good for two years.
- *++ 5. A copy of the sign-off statement in relation to the Sexual Misconduct Policy of the Diocese and a copy of the policy.
- 6. A copy of the Clergy Professional Standards document.
- * 7. A current copy of the Warranty for Sexual Misconduct together with all addenda.
- * 8. Certificate of Completion of the Sexual Warranty Training required by the Church Insurance Corporation and the Diocese of Olympia.
- 9. Documentation of completed continuing education, training, etc., together with any credits, degrees or honors.
- 10. A copy of the Letter Dimissory or current diocesan license (updated annually).
- * 11. A copy of the Letter of Institution or Appointment.
- * 12. When available, a current copy of all diocesan policies.
- 13. A copy of any professional honors, degrees, organizations or licenses.

For the purpose of this document when the term vestry or parish is used it is understood that also refers to bishop's committees or missions.

KEY:

- * = Also on file in Parish Office
- ++ = Also on file in Bishop's Office

APPENDIX C

Letter of Mutual Ministry Agreement

The following areas are mandatory to be covered in the Letter of Mutual Ministry Agreement (LOMMA):

KEY:

- V&C These statements are composed and agreed upon by the vestry/bishop's committee and clergy person for whom the LOMMA is written (sample documents are available).
- NPN No policy needed, data only.
- P Diocesan policy to be included in the LOMMA (*see Appendix D*).
- SG Suggested guidelines to help in arriving at congregation policy (*see Appendix D*).

Sample documents for the LOMMA are available through the Bishop's Office of the Diocese for rectors, vicars, priests in charge, interims, assisting clergy, etc.

- V&C 1. A statement of the understanding of mutual ministry.

- V&C 2. A section outlining in detail the responsibilities of the priest in carrying out their portion of the ministry.
- V&C 3. A section outlining in detail the responsibilities of the vestry/bishop's committee/congregation in carrying out their portion of the ministry.
- V&C 4. A section outlining the process of evaluation of the above and the annual update of the LOMMA to be completed by November 1 of each year with updated copy sent to the Office of the Bishop.
- NPN 5. Each update of this LOMMA shall include a statement of the starting date for the position with the names of the wardens on that date.
- P/SG 6. A section on compensation and benefits which shall be reviewed and updated annually. This section shall include clear statements on the following: salary (P), housing (P), pension (P), professional expense allowance (in no case should the priest be paid a car allowance; see attached information on the accountability reimbursement plan) (SG), L&I (P), Social Security (SG), medical (P), dental (P), vision care (P), employee assistance (P), group life insurance and disability insurance(P). An annual update of the insurance benefits and the cost to the parish shall be provided by the diocesan Insurance Office.
- P/SG 7. A section outlining the expectations of times of work and leave. This section should include: reasonable work week with expectations of hours worked/week, day(s) off (SG), vacation (P), sick leave (P), professional leave (P), personal leave (SG), holidays (SG), continuing education (P), family leave (SG), sabbatical leave (P), etc.
- SG 8. A clear statement on the proper use of, and congregation contribution to, the Congregation Discretionary Fund. (*See Appendix E.*)
- V&C 9. A section on the termination of the LOMMA which may include such items as, accepting another call, retirement, or resignation. Termination benefits shall be clearly stated. Expectations of notice shall be clearly stated.
- V&C 10. A statement of the process of review and update and transmission of the updated LOMMA to the Office of the Bishop (P).
- P 11. A clear statement of parish policy and financial resources should the clergy die while employed by the congregation.
- NPN 12. For mutual care and concern a list of persons to contact in case of accident, emergency, or death should be readily available to the senior warden and/or the church office.
- V&C 13. Mediation: A clear policy statement on mediating any disagreements or misunderstandings in this LOMMA will be included. (*The Office of the Bishop will assist in the area of mediation if necessary.*)
- New 14. Temporary Inhibition under Title IV: A policy statement concerning the continuation of salary and benefits should Title IV be implemented is presently being drafted and reviewed by the Chancellor of the Diocese. It will be available to clergy for inclusion in their LOMMA's when approved.

(See Appendix D for diocesan policy and/or suggested guidelines for Letters of Mutual Ministry Agreement.)

Appendix D

PROFESSIONAL LEAVE (Diocesan Policy)

Many clergy with special skills and talents are in demand to staff workshops and conferences that benefit the home congregation and diocese as well as the church as a whole. The organization sponsoring the event usually pays all expenses of the faculty for the event as well as some additional amount for an honorarium. Therefore, it is recommended that:

1. Clergy invited as above should be allotted up to 2 additional weeks of paid leave per year that may include Sundays. If supply clergy is required for a Sunday absence, the cost may be charged to the honorarium paid for the event.
2. If the clergy person is in such demand for these occasions that the above is not sufficient leave, then Continuing Education time (but not funds) may be used and/or additional time away negotiated and stated with the agreement of the vestry or bishop's committee.

CONTINUING EDUCATION (Diocesan Policy)

1. Every ordained person employed in the church shall have written into his or her Letter of Mutual Ministry Agreement a 2-week annual study leave with pay. This should not be considered a part of vacation. Study leave may be taken annually or equivalent time and pay may be accumulated up through a period of six years.
2. Each congregation shall set aside a sum of money per ordained person on staff (prorated for less than full time) for approved advanced study and, in addition, the expense of a supply priest if required during his or her absence. At the beginning of each calendar year the stated amount, plus funds for supply, should be deposited in a continuing education escrow account for such purpose. If unused, this money will compose a local continuing education fund for future use.

SABBATICAL LEAVE

Every ordained person employed in the church may have written into his or her LOMMA a provision for Sabbatical Leave. The Sabbatical Leave policy was passed by the 1991 Convention as follows.

Sabbatical Leave (Diocesan Policy)

- A. The Commission was requested to formulate a policy regarding standardize sabbaticals. The following issues were considered:
 1. The Church recognizes the right and expectation of every ordained minister and lay professional church worker to continuing education and vocational development throughout the years of active ministry and recognizes the benefits which accrue to the church from such activities, and

2. The Church also recognizes that church professionals, clergy and lay, periodically need time to disengage from their regular tasks and from the stress of being constantly on call, ministering to the sick and dying, and continually dealing with stressful situations, and
 3. Specified periods of time for this purpose should regularly be made available by every congregation or other church employing body to every ordained minister or lay professional church worker.
- B. More specifically, the policy on sabbatical leave is recommended to read as follows:
1. It is the policy of the Diocese of Olympia that all active parochial and non-parochial clergy and lay professional church workers employed by the Diocese, its parishes and missions, and institutions, or other church-related employing bodies shall be entitled, after five (5) years tenure in his/her current position, to request a leave of absence of from three to six months for purposes of education or vocational development. Such leave shall be subject to the approval of the bishop and the vestry or employing group board and shall be without any decrease in compensation or other allowances and vacation rights. The right to request such leave shall recur after each additional five (5) years of service.
 2. Clergy and lay professional church workers shall apprise their vestry, bishop's committee, employing board or, in the case of diocesan employees, the bishop, of their intention to take sabbatical leave sufficiently in advance to enable arrangements to be made for adequate coverage of their duties during their time away.

SICK LEAVE (Diocesan Policy)

Paid sick leave shall be accrued at the rate of 1 day per month, or 12 days per year. The maximum to be accumulated may be 365 days.

DEATH BENEFIT (Diocesan Policy)

In the event the clergy person shall die while employed by a congregation, the congregation shall continue all salary, housing, insurance and other benefits payable to the survivors for a minimum of 3 months.

SHORT TERM DISABILITY (Diocesan Policy)

The 1994 Convention mandated that all clergy must be covered by the diocesan short-term disability insurance plan. The premiums for this plan are paid for by the clergy person. The cost of this premium is to be taken into consideration in negotiating a salary.

VACATION (Diocesan Policy)

The normal paid vacation expectation throughout the church for full time clergy persons is one month/year. The LOMMA should include statements of policy about unused vacation carried forward and any limits thereof. There should also be a statement that a minimum of vacation be taken each year.

REASONABLE WORK WEEK (Suggested Guideline)

In order to prevent clergy burn-out and promote clergy wellness some system of mutual care should be adopted by the vestry/bishop's committee. Clear statements of expecta-

tions on the part of both vestry/bishop's committee and clergy, in the area of reasonable work week, should be a part of the LOMMA.

PERSONAL LEAVE and FAMILY LEAVE (Suggested Guideline)

Personal leave, family leave and leave for reasons other than continuing education, sickness or vacation should be clearly stated. (It should be the understanding of the congregation that a professional clergy needs continuing education and that the congregation has some obligation to provide both time and compensation in this area.) Professional leave and family leave should not be confused with continuing education, vacation or sick leave.

HOLIDAYS (Suggested Guideline)

Following is the list of holidays observed by the diocesan staff. The vestry/bishop's committee should review these and use them as a guide to develop a holiday list for staff.

- | | |
|---|-------------------------------|
| 1) New Year's Eve (1/2 day) | 7) Independence Day |
| 2) New Year's Day | 8) Labor Day |
| 3) Martin Luther King Day | 9) Thanksgiving Day |
| 4) President's Day (Washington's Birthday) | 10) Friday after Thanksgiving |
| 5) Good Friday | 11) Christmas Eve (1/2 day) |
| 6) Memorial Day | 12) Christmas Day |
| 13) Employee's Birthday (to be taken within 3 months) | |

SOCIAL SECURITY (Suggested Guideline)

It has been the practice in the Diocese of Olympia that congregations do not reimburse clergy persons for a portion of their social security or self-employment FICA. The rationale for this is that such payments are taxable income.

ACCOUNTABLE REIMBURSEMENT PLAN (Suggested Guideline)

There are a variety of ways for a church to reimburse expenses. For these reimbursements of employee expenses to not be taxable to the employee, the congregation must adopt an "Accountable Reimbursement Plan" as prescribed by the Internal Revenue Service. A congregation may agree to reimburse all substantiated expenses or limit reimbursements to a fixed annual limit. In either instance, the plan must include the following:

1. The plan must be adopted by the vestry/bishop's committee as the process for reimbursing expenses.
2. Expenses must be submitted within a "reasonable" time (the 1995 Church & Clergy Tax Guide recommends 60 days as reasonable).
3. Documentation required for expenses to be reimbursed includes: amount, time, place, purpose and business relationship.
4. The amount is reasonable.

In cases where the above conditions are not met, any payments to employees for the purpose of reimbursing expenses must be reported on the employee's W-2 as taxable compensation. (See Appendix F for additional information.)

Appendix E

INTRODUCTION

The subject of discretionary funds often raises questions from both clergy and lay persons. The answer to the questions can have significant consequences for both the priest, the church, and persons who contribute to the Discretionary Fund.

Since clergy can unknowingly run afoul of IRS tax regulations, the Diocese has a responsibility to suggest some guidelines for these funds which will encourage proper stewardship of monies intended for those in need.

THE CANONICAL BASIS FOR DISCRETIONARY FUNDS

Discretionary funds are to be used for the poor and for other "charitable and pious purposes" according to the National Canon cited below. Obviously gifts to the poor are its primary purpose. Within "other charitable and pious purposes" would certainly be included gifts to any recognized charitable organization (the same ones to which an ordinary individual could make a deductible gift), to the church itself, and for certain items such as vestments, books, and other professional items *which will remain the property of the church when the priest leaves*. (These are examples only, and not intended as an exclusive list. Furthermore, as suggested elsewhere, such items as vestments, books, and other professional items would be more appropriately paid for from a separate expense line item for rector's/vicar's Professional Expenses.)

The Canons of the Church say nothing about discretionary funds by name. The origin of discretionary funds apparently lies in Title III, Canon 14(f) of the National Church, dating back to 1814, which states:

*"The Alms and Contributions, not otherwise specifically designated, at the Administration of the Holy Communion on one Sunday in each calendar month, and other offerings for the poor, shall be deposited with the Member of the Clergy in charge of the Congregation or such other Church officer as the Member of the Clergy in charge shall appoint to be applied to such pious and charitable uses as shall be thought fit by the Member of the Clergy. When a parish is without a Rector, the Vestry shall appoint a responsible person to serve as Almoner."**

**Adapted from the following two documents for use in the Diocese of Rochester by Bruce Rockwell, Assistant to the Bishop for Stewardship and Planned Giving: (1) Memorandum dated September 1989 written by Michael P. Porter, Chancellor of the Diocese of Hawaii; and (2) Presentation notes of the Rev. William F. Geisler, Controller of the Diocese of California.*

While it is now often customary to supplement the discretionary fund with gifts from individuals and also from the church's general operating funds, one item is of particular importance in the Canon. The words "alms," "contributions," and "offerings" are used, which clearly mean that these are funds given to the church and which therefore belong to the church.

1. The discretionary fund should be an account of the parish or mission congregation. Although the rector/vicar may write the checks and maintain the confidential records of the fund, the fund itself should belong to the church. The bank account

should be in the name of the church (i.e., "Christ Church Rector's Discretionary Fund") with the church's tax ID number on the account. The priest should not be the only signer, but to preserve confidentiality may be the sole administrator of the account.

An interpretation of the Canons suggests that monies expended from the fund should be for "charitable and pious purposes." Hence, gifts to the poor, gifts to any recognized charitable organization and gifts to the church itself, are within the general intent of discretionary funds. Discretionary funds are not intended for the business expenses of the priest. (A separate line item in the operating budget of the congregation should be established for the business or professional expenses related to the rector's/vicar's ministry.)

Because discretionary funds should be the property of the church, gifts to them should be made to the church, rather than to the priest as an individual. A gift to the church is deductible to the donor whereas a gift to the priest is not.

A gift to a priest, not payable to the church, is not deductible by the donor. Further, if given in return for services rendered, such as for funerals, weddings, etc., it is taxable income to the priest.

A gift to the discretionary fund may be unrestricted, or, if restricted, should be designated for one of the legitimate purposes of the church. In other words, one cannot "run money through" a discretionary fund to send one's children to school or to pay for Aunt Hatti's stay in the nursing home even though there may be a need. Such a gift would not be deductible to the donor.

Because discretionary funds should be the property of the church, they should remain at the church when the priest is called elsewhere.

A separate bank account may be set up for discretionary funds. All gifts intended for discretionary funds, whether delivered to the church or to the priest, should pass through this account. The majority of checks written from this fund may not be of a confidential nature. On the other hand, when money is to be used for financial aid to individuals in situations which should be kept confidential, then a check can be written to cash. The priest should, however, keep a private record whenever this is done to record just what is done with the proceeds of such a check. This is a protection to the priest in case of an IRS audit.

Since the discretionary fund is an account of the church, it should be audited annually as part of the church audit. Given the confidential nature of the transactions, arrangements should be made for someone to review the discretionary fund on a confidential basis.

The person administering discretionary funds is in a position very similar to that of a trustee, managing funds which belong to the church. She or he is handling funds which are not her or his own property. That person is therefore obligated to do so with a high

degree of care, not to waste the funds, not to let them be commingled with personal funds, and finally to use them for the purposes for which they were entrusted to her or his care.

CLERGY BUSINESS EXPENSE ACCOUNTS

Many of the expenditures which have heretofore been made from discretionary accounts are not discretionary for pastoral purposes. These expenditures, such as those for continuing education, entertainment for business purposes, magazines and subscriptions, vestments, etc., are ordinary operating expenses of doing the priest's job. Such expenditures are better handled by a budget line item called "Clergy Expenses." The amount budgeted should be worked out annually between the vestry and its rector/vicar. The discretionary fund should be saved for pastoral expenditures which must be kept discrete. This will give the congregation the opportunity to understand what the expenses of its clergy are, and to provide the necessary funds as other employers do.

CONCLUSION

In conclusion, the discretionary fund is not now, nor was it ever intended to be, the personal property of the rector/vicar. These are monies which belong to the church and are entrusted to the priest for proper distribution. With regard to taxes, money flowing from a church to the priest for the priest's personal use is generally taxable as income to the priest. Money given in exchange for services is taxable as income. Gifts are deductible only if given to an exempt organization, such as the church, but not if given to an individual, either directly or indirectly.

Appendix F

Church Law & Tax Report, 1995 Church and Clergy Tax Guide FULL "ACCOUNTABLE" REIMBURSEMENT POLICY (monthly reimbursements)

The following resolution was duly adopted by the board of directors of First Church at a regularly scheduled meeting held on December 15, 1994, a quorum being present:

Whereas, income tax regulations 1.162-17 and 1.274-5(e) provide that an employee "need not report on his tax return" expenses paid or incurred by him solely for the benefit of his employer for which he is required to account and does account to his employer and which are charged directly or indirectly to the employer; and **Whereas**, income tax regulation 1.274-5(e) further provides that 'an adequate accounting means the submission to the employer of an account book, diary, statement of expense, or similar record maintained by the employee in which the information as to each element of expenditure (amount, time, and place, business purpose, and business relationship) is recorded at or near the time of the expenditure, together with supporting documentary evidence, in a manner which conforms to all the 'adequate records' requirements set forth in the regulation; and **Whereas**, First Church desires to establish a reimbursement policy pursuant to regulations 1.162-17 and 1.274-5(e); be it therefore

Resolved, that First Church hereby adopts a reimbursement policy pursuant to income tax regulations 1.162-17 and 1.274-5(e), upon the following terms and conditions:

1. Any minister now or hereafter employed by First Church shall be reimbursed for any ordinary and necessary business and professional expense incurred on behalf of the church, if the following conditions are satisfied: (1) the expenses are reasonable in amount; (2) the minister documents the amount, time and place, business purpose, and business relationship of each such expense with the same kinds of documentary evidence as would be required to support a deduction of the expense on the minister's federal income tax return; and (3) the minister documents such expenses by providing the church treasurer with an accounting of such expenses, no less frequently than monthly. In no event will an expense be reimbursed if substantiated more than 60 days after the expense is paid or incurred by a minister.
2. Reimbursements shall be paid out of church funds, and not by reducing pay checks by the amount of business expense reimbursements.
3. Reimbursable business and professional expenses include local transportation, overnight travel (including lodging and meals), entertainment, books and subscriptions, education, vestments, and professional dues.
4. The church shall not include in a minister's W-2 form the amount of any business or professional expense properly substantiated and reimbursed according to the preceding paragraph, and the minister should not report the amount of any such reimbursement as income on Form 1040.
5. Any church reimbursement that exceeds the amount of business or professional expenses properly accounted for by a minister pursuant to this reimbursement policy must be returned to the church within 120 days after the associated expenses are paid or incurred by the minister, and shall not be retained by the minister.
6. If, for any reason, the church's reimbursements are less than the amount of business and professional expenses properly substantiated by a minister, the church will report no part of the reimbursements on the minister's W-2, and the minister may deduct the unreimbursed expenses as allowed by law.
7. Under no circumstances will the church reimburse a minister for business or professional expenses incurred on behalf of the church that are not properly substantiated according to this policy. Church and staff understand that this requirement is necessary to prevent our reimbursement plan from being classified as a "nonaccountable" plan.
8. All receipts and other documentary evidence used by a minister to substantiate the business nature and amount of his business and professional expenses incurred on behalf of the church shall be retained by the church.

Planned Giving Committee

Since the 1994 Convention, the Planned Giving program has: Sponsored two Life Planning Seminars (at St. Luke's, Sequim and St. Clement's, Seattle), published one issue of "Willing and Able," a newsletter for Planned Giving coordinators, clergy and wardens, hosted the annual Bishop's Society gathering at Diocesan House on September 16, 1995, initiated a booklet to encourage congregations to establish endowments, forwarded a resolution to Diocesan Council to exempt gifts for endowment from the Net Disposable Income formula so that the corpus is not subject to assessment, and sent out an every-member mailing explaining how planned gifts could be used to support the diocesan capital campaign. The field officers (Murray Trelease and John Schaeffer) have reported: 21 Sunday sermons and/or forums, four meetings with vestries or Bishop's committee, and twelve meetings with rectors/vicars. As of September there were 117 members of the Bishop's Society throughout the Diocese.

Committee on Privilege

The Committee on Privilege recommends that the following persons be given the privilege of seat and voice at the 85th Annual Convention of the Diocese of Olympia.

Retired Bishops now residing in the Diocese:

The Rt. Rev. Lane W. Barton, D.D., Eastern Oregon
The Rt. Rev. Charles Burgreen, D.D., Armed Services
The Rt. Rev. David R. Cochran, D.D., Alaska

Officers of the Diocese who are not Delegates:

Mrs. Christine Smith-Clark, Comptroller
Ms. Dede Dunn, Assistant Secretary

Diocesan Lay Staff members who are not Delegates:

Mr. & Mrs. Burt Duncan, Managers, St. Andrew's House
Ms. Betsy Greenman, Canon for Ministry Development
Mrs. Kathleen Hamilton, Director of Faith Development
Mr. Greg Hope, Coordinator, Refugee Resettlement Ministry
Mrs. Jean Leed, Director of Stewardship and Development
Mr. William Tubbs, Director, Huston Conference Center
Mrs. Diane Wells, Archivist and Records Manager

Lay members of the Board of Directors who are not Delegates

Mr. Stan Buratto, Church of the Good Shepherd, Vancouver
Ms. Carol Everson, St. Columba's, Kent
Mr. Thurston Roach, Church of the Epiphany, Seattle
Mr. David Sprague, Church of the Epiphany, Seattle
Ms. Judith Yeakel, St. Augustine's-in-the-Woods, Freeland
Mr. Curtis Young, St. Thomas, Medina

Presenting Reports to Convention:

Mrs. Phyllis Gill, Chair, Dispatch of Business
 Mrs. Carol Teays, Chair, Nominations Committee
 Mr. Douglas Oles, Chair, Constitution and Canons Committee
 Mr. Mac Brown, Cathedral Chapter and St. Mark's Vestry
 Members of the Committee on Human Sexuality
 Mr. William Meacham, Insurance Committee
 Members of the Project '96 Task Force
 Members of the Racism Task Force - Shriley Noble-Wingert, Constance Trowbridge, Enid Fung, Mary Stephens, Kathryn Rickert, Constance Moorehead and Carter Mears.

Representatives of Developing Congregations & Specialized Ministries

Martha & Robert Steffin, Holy Spirit, Battle Ground
 Kay Hoyt & Howard Wilder, St. Germain's, Hoodsport
 Chris & Meg Stone, Grace Ministry, Kent
 Anne & Dick Mace, Faith Episcopal Community, Kingston
 Pat Milliren & Barbara Witham, St. Martin's-St. Francis, Rockport
 Pam Coates & Antonio Martinez, Ministry of Sts. Martha & Mary, Seattle

Youth Representatives:

Michael Ball, St. John's, Olympia
 Chris Barber, St. Clement's, Seattle
 Scott Crawford, St. Clare's, Snoqualmie
 Eric Mathieu, St. Luke's, Sequim
 Ben Pascal, St. Thomas/All Saints', Bellevue
 Angela Reynolds, St. Andrew's, Port Angeles
 Elizabeth Sundby, St. James, Kent
 Erin Wigger, St. Margaret's, Bellevue
 Jana Young, Christ Church, Puyallup

Licensed Cergy:

Bishop William Choi	Harland, Frances	McCagg, Lauriston
Appavoo, David	Harris, Carl	Oberheide, Rick
Arnold-Boyd, Annette	Helsel, Verle	Phillimore, Margaret
Barnette, David	Hubbard, Winfield	Smith, Stephen
Bayles, Richard	Inlow, Burke	Steever, Edward
Blackmon, Edward	Kinney, Kathleen	Strimer, Peter
Conklin, Daniel	Leovy, James	Tsu, Robert
Craighead, Thomas	Longwood, Kathleen	Van Eenwyk, John
Dorn, Christy	Mason, Gerald	Wolff-Richards, Richard
Friedrich, James	Maxwell, William	Younge, Richard
Hammond, Blaine		

Submitted by, **Committee on Privilege**
 The Rev. William Burnett, Chair
 Mrs. Maureen Lyons
 Mr. David Swim

Standing Committee

The Standing Committee, mandated by the Constitution of the Episcopal Church in the U.S.A., consists of four clergy and four lay persons who are communicants in good standing; these are elected "at-large" by the Diocesan Convention, each for a four year term.

If there is no bishop, bishop coadjutor, or suffragan bishop, the Standing Committee becomes the ecclesiastical authority for the diocese. The Standing Committee acts as a "council of advice" to the bishop for the "alienation or encumbrance" (sale or mortgaging) of real estate by parishes, approval of those to be ordained, & such other matters as the bishop may suggest. The Standing Committee meets monthly on the first Tuesday.

Following the Diocesan Convention, the Reverend Joann Paolozzi was elected President and Teddy Mitchell, Secretary for the 1994-95 year. New members this year are the Reverend Allan Parker, the Reverend Patricia Taylor, and Ruth Adams.

The annual two day retreat was held in early January. The Committee is continuing a linkage program with those persons who are candidates for ordination. Considerable time was spent in discussing the new Title IV - Ecclesiastical Discipline - of the national church Canons with Duncan Bayne, Vice-Chancellor and member of the General Convention Committee on Constitution and Canons. It was also decided in light of the new Title IV to review the diocesan Policy and Procedure in Cases of Misconduct. The Local Priest program was also discussed. The Governance Handbook prepared by the Office of the Provost was also reviewed, with appreciation expressed to the staff for this work. Input was provided to the Governing Bodies Systems Committee for the Governance Retreat held March 31 - April 2, 1995.

The Reverend Allan Parker and the Reverend John Thompson serve as representatives from the Standing Committee to the Governing Bodies Systems Committee. The Reverend Patricia Taylor represents the Standing Committee on the Diocesan Council. Irene Gold represents the Standing Committee on the Commission for Congregations. Ruth Adams serves as linkage person to the Cathedral Chapter.

The Reverend Robin Moore met with the Standing Committee to discuss the Ministry of the Baptized Program. Discussion has also been held with the Commission on Ministry regarding the respective roles of the Commission and the Standing Committee for candidates in the ordination process.

Consent was given for the Bishop to call for the appointment of an Assisting Bishop in this Diocese at the forthcoming Diocesan Convention.

Consents for episcopal elections to be held: (10)

Diocese of South Florida
Diocese of Southwest Florida
Diocese of New York
Diocese of Pittsburgh

Bishop Coadjutor
Bishop Coadjutor
Suffragan Bishop
Bishop Coadjutor

Diocese of North Carolina
 Diocese of Texas
 Diocese of South Carolina
 Diocese of Connecticut
 Diocese of West Texas
 Diocese of East Carolina

Suffragan Bishop
 Suffragan Bishop
 Suffragan Bishop
 Suffragan Bishop
 Suffragan Bishop
 Bishop Coadjutor

Consents for episcopal elections: (10)

Henry Louttit as Bishop of the Diocese of Georgia
 Dorsey Henderson as Bishop of Upper Carolina
 Vernon Strickland as Bishop in the Diocese of Kansas
 John Said as Suffragan Bishop in the Diocese of SE Florida
 Clarence Hayes as Bishop of the Diocese of Panama
 David Jones as Suffragan Bishop in the Diocese of Virginia
 Leopoldo Alard as Suffragan Bishop of the Diocese of Texas
 Robert Ihloff as Bishop of the Diocese of Maryland
 Michael Creighton as Bishop of the Diocese of Central Pennsylvania
 Catherine Roskam as Suffragan Bishop of the Diocese of New York

Recommendations for ordination to the priesthood: (3)

Craig West Mary McCaw William Parker

Recommendations for ordination to the diaconate: (2)

Mary Shehane Paul Kolbet

Recommendation for ordination as Local Priests:

Ed Brown

Recommendation for acceptance as candidate for priesthood:

Kathleen Sturgis

Recommendation for acceptance as candidate for the vocational diaconate:

Stephen Best

Real estate matters:

St. Andrew's Church, Port Angeles: Approval for purchase of 1.4 acres of land abutting the church, and approval for joint venture with the Episcopal Retirement Homes of Western Washington for the development of an assisted living facility on church owned property.

Members of the 1995 Standing Committee are:

Ruth Adams, St. Andrew's Church, Seattle (1998)
 Sam Fleshman, St. Andrew's Church, Tacoma (1996)
 Irene Gold, St. Paul's Church, Bellingham (1997)
 Teddy Mitchell, St. Mary's Church, Tacoma (1995)
 The Reverend Joann Paolozzi, Church of the Epiphany, Chehalis (1997)
 The Reverend Allan Parker, Trinity Church, Seattle (1995)
 The Reverend Patricia Taylor, St. George's Church, Seattle (1998)
 The Reverend John Thompson, Church of the Holy Spirit, Vashon (1996)

Stewardship and Development Commission

The Stewardship and Development Commission coordinates the activities of its four member committees:

- ◇ Episcopal Charities Appeal
- ◇ Capital Campaign
- ◇ Planned Giving
- ◇ Stewardship Education

The Commission also provides linkage to Diocesan Council.

Since the 1994 Convention, the Commission has developed and communicated to congregations an annual master calendar of anticipated National Church and diocesan appeals and training opportunities in stewardship and development, initiated a discussion about a policy to recommend to Council regarding multiple fundraising appeals from various church-related sources, and sponsored a mini-retreat for all of our committee members in which we emphasized the common biblical foundation of each committee's work.

Stewardship Education Committee

Since the 1994 Convention, the Stewardship Education Committee has:

- ◇ Prepared and offered two public workshops on stewardship (one of which was offered twice, with one session for clergy only)
- ◇ Scheduled two training sessions to develop and support stewardship consultants
- ◇ Prepared regular articles on stewardship topics for the *Episcopal Voice*
- ◇ Provided speakers or consultants to 11 congregations.

The Committee has also begun work on a stewardship manual for congregations.



SECTION 4

Leadership Lists



Diocesan Clergy in Canonical Order
August, 1995

The Rt. Rev. Vincent W. Warner

The Rt. Rev. Robert H. Cochrane, retired

001	Forbes, William	039	Gorsuch, John P.
002	McFarland, Robert D.	040	Bigford, Jack N.
003	Salter, J. Burton	041	Kellett, Orme S.
004	West, Johnson E.	042	Pearson, J. Norris
005	Forbes Jr., Charles A.	043	Smith, Homer H.
006	Adams, Richard C.	044	Tench, Jack M.
007	Bertolin, J. William	045	Stewart, Daniel R.
008	Garlichs, Richard W.	046	Burnett, William M.
009	Leche, Edward D.	047	Bond, L. Wayne
010	Schaeffer, John G.	048	Mann, John
011	Huston, John A.	049	McLauchlan, H. Fred
012	Hunter, Charles W.	050	Christie, Robert L.
013	Ellis, Marshall J.	051	Stewart, Stuart M.
014	Hunter, William J.	052	Scovell, Dean H.
015	Winn, J. Barrie	053	Peterson Jr., Phillip
016	Elkins, Donald L.	054	Anderson, Kenneth
017	Baxter Jr., Robert L.	055	Dunning, David
018	Cram, Norman L.	056	Schreiner, Charles F.
019	Jordan, Alan	057	Ethelston, Geoffrey F.
020	McGirr, David	058	Ross, H. Stewart
021	Bristol, Wallace E.	059	Wolfe, V. Eugene
022	Maddux, Donald J.	060	Sherman, Guy C.
023	Truitt, L. Walter	061	Fast, Todd H.
024	Snyder, Kenneth M.	062	Rhodes, Robert W.
025	Casady, P.M.	063	Sheldon, George M.
026	Van Etten, Albert K.	064	Blundell, James
027	Vance, John R.B.	065	Barrow, Gordon Hurst
028	Luethe, Robin L.	066	Parker, Allan C.
029	Carpenter, George W.	067	Lawrence, Gerard
030	Nakayama, Timothy	068	Rogers, Henry S.
031	Gretz, John L.	069	Glase, John P.
032	Seaman, Henry F.	070	Brown, Melvin R.
033	Radcliffe, Ernest	071	Looney, Richard J.
034	Storm, David A.	072	Reddell, Ronald K.
035	Carney, Joseph P.	073	Collins, Paul M.
036	Johnson Jr., William C.	074	Wilson, George S.
037	Tomter, Patrick A.	075	Wappler, Henry
038	Skanse, Oliver B.	076	Grabinski, Kenneth

077	Wilton, G.W.	121	Sonnesyn, Roger
078	Clark, D. Corbet	122	French, Richard C.
079	Snodgrass, Marilyn S.	123	Berge, William Clarke
080	McDaniel, G. Judith	124	Gardner, Randal B.
081	Gibbs, John W.	125	Taylor, Patricia L.
082	Slee, John F.L.	126	Jarvis, Michael B.
083	Davis, West R.	127	Lockerby, John B.
084	Metzler, John A.	128	Landram, William
085	Sterling, Edward A.	129	McCulloch, Kent T.
086	Miller, Mark J.	130	Westling, Delbert S.
087	Campbell, Colin A.	131	Blessing, Robert
088	Gehrig, Stephen J.	132	Williams Jr., Hollis R.
089	Erskine, John A.	133	Nemes, John D.
090	Zimmerman, Curtis	134	Dement, Thomas E.
091	Lambert, John P.	135	Boyd, William D.
092	Knowles, Walter R.	136	Nichols, Robert
093	Lindsey, Barrett K.	137	Viggers, Jack
094	Garratt, Stephen R.	138	Blake, Marvin H.
095	Gunderson, David J.	139	Ford, R. Lawrence
096	Stewart, Ralph R.	140	Reeder Jr., Charles W.
097	Butt, J. Reginald	141	Allen, Kevin B.
098	Rankin, Edward H.	142	Waring, William D.
099	Creighton, J. Michael	143	Carskadden, Ralph
100	Gayle, Raymond E.	144	Lewis, Margaret K.
101	Walker, John F.	145	Keller, Patterson
102	Johns III, Norman S.	146	Lai, Peter
103	Enslow, Dottie H.	147	Rietmann, Paul D.
104	Sell-Lee, William	148	Richards, Fitzroy I.
105	Biever, Robert	149	Tolbert, James H.
106	Fowler Jr., Stanley G.	150	Northup, Frederick
107	Moore, Peter C.	151	Kehayes, Thomas C.
108	Bethea, Robert L.	152	Goodheart, Donald P.
109	Halbrook, Thomas R.	153	Reynolds, Alan D.
110	Bogel, Marianne	154	Tiernan, Joseph
111	Smith, Don L.	155	McGlannan, Dorian
112	Ferguson, John F.	156	Donahower, Elise
113	Lane, John C.	157	Riker, Barbara Dunn
114	Mikel, Joseph F.	158	Steig, Terrance
115	Berkedal, Carla V.	159	Riker Jr., William C.
116	Besheer, Kimbrough A.	160	Jessett, Frederick E.
117	Snow, Peter D.	161	Moore, Robin A.
118	Ludden, Carol P.	162	Bell, John R.
119	Hall, Allan C.	163	Shelley, Robert
120	Wendfeldt, Stephen	164	Drew, Mary S.

165	Walker-Sprague, Patricia	209	Wright, Scot R.
166	Davis, M. Fletcher	210	Peabody, M. Woodrow
167	Creighton, Susan	211	Dills, R. Scott
168	Stanton, Barclay R.	212	Francis, Mary Jane
169	Phinney, James	213	Jellison, Mary L.
170	Nix, Robert D.	214	O'Shea, Susan
171	DeVine, Whitney Jones	215	Elwood, Fred
172	Mackay III, Donald	216	Cleveland, Jennifer B.
173	Miller, A. Scott	217	Gould, Mary D.
174	Ridge III, Charles	218	Lukens, Ann Pierson
175	Hawkins, Jodene D.	219	Murray, Vincent D.
176	Woods, James E.	220	Close, Christine E.
177	Southwell, Robert E.	221	Scott, Richard H.
178	Fogelquist, Albin H.	222	Bigelow, Thomas S.
179	Hauge, Morris	223	Clark, Duncan
180	Downs Jr., Robert S.	224	Devik, Rudolf
181	Hanna, Gerald B.	225	Hayman, Robert F.
182	Carmichael, M. Jean	226	Bowen, Evelyn P.
183	Thompson, John K.	227	Ensor, A. Jeanne
184	Pollock, Douglas S.	228	McCaw, Mary Ann
185	Thebeau, Charles L.	229	Carver, Robert C.
186	Porter, Gerald W.	230	Carr, Michael G.
187	Van Zanten, Peter E.	231	Brelsford, Diane
188	Connors, Jerry	232	Lonergan, W. Gerald
189	Alkins, David S.	233	Minifie, Thomas
190	Steedman-Sanborn, Marda L.	234	Ferry, Daniel H.
191	Maupin, Peter	235	Harper, William
192	Paolozzi, Joann	236	Wilkinson, Randal D.
193	Nelson, Pascal V.	237	McConnell, Dorsey W.M.
194	Pearson, Kevin D.	238	Shehane, Mary K.
195	Vance, Timothy K.	239	Kolbet, Paul R.
196	Wood, Diana M.	240	Campbell, Anne
197	Dietel, Robert G.	241	Bartels, Judith T.
198	Earl, Mark R.	242	Blackman, Ralph T.
199	Moore, Stephen E.	243	McLane, Donald R.
200	Smith, Kevin C.		
201	Williams, Robert L.		
202	Snapp, Gerald S.		
203	Trelease, Murray L.		
204	Martin, Irene		
205	Dierick, Frances L.		
206	Gunderson, Gretchen A.		
207	Mutchler, George W.		
208	Kindle, Charles R.		

1995 Convention - Congregation Lay Delegates & Alternates
(as of 11/3/95)

ABERDEEN - ST. ANDREW'S

Del Lauer, Robert
Del Lauer, Dorothy
Alt Paulsen, Robert
Alt Paulsen, Betty

ALLYN - ST. HUGH'S

Del Pearson, Bill
Del Pearson, Barbara

ANACORTES - CHRIST CHURCH

Del Turner, William
Del Turner, Sally
Alt Britton, Penny
Alt Larkins, Janis

AUBURN - ST. MATTHEW'S

Del Brustad, Marj
Del Gosnell, Jim

BAINBRIDGE ISLAND - ST. BARNABAS'

Del Kahle, Lyle
Del Lindall, Joan
Del Peel, Mike
Del Scott, Mike
Del Van Voorhis, Audrey
Del Van Voorhis, Stah
Alt Cunningham, Kate
Alt Hanke, Don
Alt Nesheim, George
Alt Nesheim, Joanna
Alt Norrander, Margaret
Alt Sancetta, Biagio

BAINBRIDGE ISL. - GRACE CHURCH

Del Kundtz, Anne
Del Rapp, David
Alt Spenser, Ellen

BELLEVUE - RESURRECTION

Del Chadwick, Karna
Del Driver, Angela
Del Ferguson, Roy
Del Hansen, Walter - *Certified 9/27/95*
Alt Harper, Phil
Alt Lewis, Phil
Alt Priest, Jeanne

BELLEVUE - ST. MARGARET'S

Del Charlton, Colin
Del Childs, Gayle
Del Church, Jim
Del Espe, Connie
Del Gaillard, Arnie
Del Goudie, Jack
Del Tracey, Cindy
Del Wells-Henderson, Kit
Alt Bryant, Joanne
Alt Forrest, Cam

BELLINGHAM - ST. PAUL'S

Del Carter, Gail
Del Champagne, Rocky
Del Hearne, Jim
Del Kersey, Dick
Del Kersey, Eileen - *Certified 10/9/95*
Del Mann, Howard
Del Rahn, Jean
Del Thorndike, Elva
Del Weaver, Emily
Del Weaver, Ken
Alt Bowen, John

BLAINE - CHRIST CHURCH

Del Parmenter, James
Del Rebman, Mary H.

BREMERTON - ST. PAUL'S

Del Adams, Katherine
Del Adams, Mike
Del Davis, Mary
Del Davis, Russell
Alt Corbit, Nancy
Alt Corbit, Richard
Alt Stromberg, David
Alt Stromberg, Gladys

BURIEN - ST. ELIZABETH'S

Del Armstrong, Dorothy
Del Armstrong, Gus
Del Carper, Clara
Del Carper, Robert
Alt None Appointed

CAMANO ISLAND - ST. AIDAN'S

Del Young, Carroll - *Certified 11/2/95*
 Del Young, Evangeline - *Cert. 11/2/95*

CASTLE ROCK - ST. MATTHEW'S

Del Santman, Gene
 Del Santman, Linda
 Alt Cochran, Jane
 Alt Cochran, Jere
 Alt Eklo, Jim
 Alt Eklo, Suzanne

CATHLAMET - ST. JAMES'

Del Schmand, Mary Lynn
 Alt Murray, Ruby

CENTRALIA - ST. JOHN'S

Del Greenfield, Marcia
 Del Greenfield, Robert
 Alt Carmick, Steve
 Alt Davis, Ann

CHEHALIS - EPIPHANY

Del Bayer, Char
 Del Minear, Walter
 Alt Casmier, Carol
 Alt Miller, Rory

DARRINGTON - TRANSFIGURATION

Del None Appointed
 Alt None Appointed

DUVALL - GRACE CHURCH

Del Cox, DeLayne - *cert. 10/27/95*
 Del Stroo, Eric
 Alt Cox, Francis

EASTSOUND - EMMANUEL

Del Jarecki, Diane
 Del Jarecki, Ray
 Alt Emery, Newell
 Alt Lister, Margaret

EDMONDS - ST. ALBAN'S

Del Ainsley, Margaret
 Del Kelso, Don
 Del Morrison, Robert - *cert. 10/31*
 Del Seaborg, Paige
 Alt Morrison, Allison

EDMONDS - ST. HILDA'S/ST. PATRICK'S

Del Gates, Mary
 Del Ripley, Alexander
 Alt Davis, Rick
 Alt McSwain, Deborah

ELMA - ST. LUKE'S

Del Brown, L. Edward - *cert. 10/12/95*
 Del Brown, Elizabeth - *cert. 10/12/95*

ENUMCLAW - ST. CATHERINE'S

Del Smith, Helen
 Del Smith, Rufus
 Alt Johnson, Patricia
 Alt Johnson, Stuart

EVERETT - TRINITY CHURCH

Del Allendoerfer, James
 Del Boze, Wade
 Del Emerson, Linda
 Del Haas, Loail
 Del Haas, Wanda
 Del Kaftanski, Susan
 Del Moore, Bob
 Del Williams, Katherine
 Alt Atwood, Holly
 Alt Bailey, Tim
 Alt Basile, Andrea
 Alt Billings, Richard
 Alt Hanson, Rick
 Alt Mason, Frank
 Alt Peightel, Bev
 Alt Smith, Kaye

FEDERAL WAY - GOOD SHEPHERD

Del Allman, Janet
 Del Allman, Kerry
 Del Hughes, Bob - *certified 10/23/95*
 Del Hughes, Jane - *certified 10/23/95*
 Del Ogden, John - *certified 10/23/95*
 Del Rupert, Michelle
 Alt Bronson, Deborah
 Alt Bronson, Jerry
 Alt Ogden, Grace

FREELAND - ST. AUGUSTINE'S

Del Hoff, Caroline
 Del Johnson, Ted
 Alt Fossek, Fred
 Alt Hansen, Carole

FRIDAY HARBOR - ST. DAVID'S

Del Eliel, Marjorie- *certified 11/1/95*
 Del Sheplor, Nancy - *certified*
 Alt Sheplor, Robert

GIG HARBOR - ST. JOHN'S

Del Jersak, Daryl
 Del Jersak, Dayle
 Del Schirkofsky, Barbara - *cert. 10/23*
 Del Schirkofsky, Neal - *cert. 10/23/95*
 Alt Brouillette, Robert
 Alt Skinner, Reberta

ISSAQUAH - ST. MICHAEL'S

Del Jackson, Clay
 Del Jackson, Jeannie
 Del Miller, Liz
 Del Rittenhouse, John

KENMORE - REDEEMER

Del Bentley, Don
 Del Camp, Peter
 Del Darrow, Lee
 Del Laughlin, Deborah
 Del Oles, Doug
 Del Schmidt, Audrey
 Alt Baker, Henry
 Alt Jones, Calvin
 Alt Knowles, Lorelette
 Alt McGlinn, Bill
 Alt Olstad, Constance
 Alt Sidlinger, Randie

KENT - ST. COLUMBA'S

Del Fear, Stanley
 Del Neve, Sue
 Alt Payne, Dan
 Alt Stylos, Leigh

KENT - ST. JAMES'

Del Cooke, William (Bill)
 Del Crawford, Craig
 Del Crawford, Delisa
 Del Dawson, John (Tom)
 Del Higgins, Marie
 Del Polak, Lynne
 Alt Bracher, Arthur
 Alt Fjarlie, Lorna
 Alt Hinsdale, Carolyn

KENT - ST. JAMES' (cont.)

Alt Ogden, Richard
 Alt Thompson, Judy
 Alt Yantis, Robert

KIRKLAND - ST. JOHN'S

Del Baker, Gwen
 Del Bethards, Rowena
 Del Bethards, Ted
 Del Douglas, Alice
 Del Gauthier, Jan
 Del Hacker, Ted - *certified 10/24/95*
 Del Husband, Jim
 Del Payne, Earl
 Alt Andrew, Andy
 Alt David-Sturges, Irene
 Alt McClees, Herb
 Alt Reep, Peggy
 Alt Swanson, Nancy

LACEY - ST. BENEDICT'S

Del Irving, Tony
 Del Knudson, Bob
 Del Reuter, Bob
 Del Reuter, Lucy
 Del Schultz, Traci
 Del Veness, Carol
 Alt Bowers, Mike
 Alt Fairchild, Len
 Alt Johnston, Zula
 Alt Macleod, Phyllis
 Alt Purvine, Stephen
 Alt Schultz, Jeff

LONGVIEW- ST. STEPHEN'S

Del Ackermann, John
 Del Cutting, Bonner
 Del Cutting, Jack
 Del Lewis, Lenora
 Del Norvell, Bill
 Del Norvell, Trisha
 Alt Beisel, Dick
 Alt Bliss, Lou
 Alt Glase, Diane
 Alt Murphy, Mike
 Alt Murphy, Nancy
 Alt Spencer, John

LOPEZ ISLAND - GRACE CHURCH

Del Worley, Anne
 Del Worley, Ross
 Alt Graham, Donna
 Alt Krenmueller, Jerry

MAPLE VALLEY - ST. GEORGE'S

Del Sched, Margarete
 Del Sched, Siegfried
 Alt Horn, Nick
 Alt Tenbrink, Leonora

MARYSVILLE- ST. PHILIP'S

Del James, Peggy
 Del Terry, Steve
 Alt Jarvis, Mary
 Alt Tichbourne, Bob

MEDINA - ST. THOMAS

Del Allert, Shirley
 Del Clarkson, Larry
 Del Duzan, Maryel
 Del Haehl, Jean
 Del Howie, Carol
 Del Keeffe, John
 Del Kirschner, Brad
 Del Leffingwell, Joan
 Del Lindsay, Lex
 Del Lund, Ann
 Del Raines, Ray
 Del Waters, Jeff
 Alt Beauregard, Joan
 Alt Burke, Pamela
 Alt Cornell, Alan
 Alt DeCoy, Richard
 Alt Ellis, Charlotte
 Alt Golz, Jane
 Alt Gwilym, Kathy
 Alt Llewellyn, Ronald
 Alt McMenomy, Bruce
 Alt Ross, Jr., Austin
 Alt Schnauffer, Patrick

MERCER ISLAND - EMMANUEL

Del Adams, Richard
 Del Allen, John
 Del Allen, Georgie
 Del Collins, Ruth
 Del Olson, Arnold
 Del Olson, Eveline - *cert. 10/24/95*

MERCER ISLAND - EMMANUEL (cont.)

Del Palmer, Joyce
 Del Sanders, Darrell - *cert. 10/24/95*
 Alt Angell-Hall, Patricia
 Alt Burdell, Alanna

MILL CREEK - ST. FRANCIS

Del Clark, Joanne
 Del Criner, Robert
 Alt Bechtol, Stan
 Alt Hanson, Susan

MONROE - OUR SAVIOUR

Del Heen, Rodney
 Del Poston, Laura
 Alt Kiele, Joel
 Alt Maxson, Stephanie

MONTESANO - ST. MARK'S

Del Avery, Lee
 Del McMeekin, Dorothy
 Alt Wahl, Wanda

MOUNT VERNON - ST. PAUL'S

Del Gaddis, M. Linda
 Del Taylor, Dennis
 Alt Flanary, Clifford
 Alt Worrell, Penny

OAK HARBOR - ST. STEPHEN'S

Del Meaux, Berry
 Del Pajari, Virginia
 Del Pedersen, Karen
 Del Pedersen, Pete
 Alt Barr, Bill
 Alt Hertzler, Barbra
 Alt Hertzler, Chuck
 Alt Leach, Debbie

OLYMPIA - ST. CHRISTOPHER'S

Del Kiehn-Sanford, Marziah
 Alt Stidham, Kathleen
 Alt Stidham, Tom

OLYMPIA - ST. JOHN'S

Del Apperson, Pat
 Del Dick, Carroll S. - *certified 10/5/95*
 Del Elder, Stephanie
 Del Focke, Ted
 Del Hansen, Mary-Helen
 Del Jones, Bob

OLYMPIA - ST. JOHN'S (cont.)

Del Louden, Jenny
 Del Som, Sophan
 Alt Bryant, Walt
 Alt Schmidt, Ruth

POULSBO - ST. CHARLES

Del Gregory, Gillian
 Del Siler, Frank
 Del Siler, Irma
 Del Stephens, Ken
 Alt Gregory, Brett
 Alt Long, Diana
 Alt Long, Jim

PT. ANGELES - ST. ANDREW'S

Del Berrington, Ed
 Del Lyons, Evelyn
 Del Mowbray, Sally
 Del Wheeler, Robert
 Alt Szatlocky, Melinda

PT. ORCHARD - ST. BEDE'S

Del Fullen, Keith
 Del Gray, Alice Dale
 Alt Northcutt, Greg
 Alt Northcutt, Wendy

PT. TOWNSEND - ST. PAUL'S

Del Houlton-Madinger, Wendy
 Del Newton, Jody
 Alt Newman, Jim

PUYALLUP - CHRIST CHURCH

Del Barrick, Mary
 Del Johnson, Margaret
 Del Munro, Nancy
 Del Roberts, C. Edward
 Del Tanner, Rick
 Del Totten, Chuck
 Alt Ramsey, Bruce
 Alt Snyder, JoAnne

REDMOND - HOLY CROSS

Del Best, Steve
 Del Clarke, Joan
 Del Piquet, Toni
 Del Sedwick, Mike
 Alt Espeseth, Bob
 Alt Espeseth, Cynthia
 Alt Newmann, Bob

REDMOND - GOOD SAMARITAN

Del Dorian, Billie
 Del Dorian, Charles
 Del Walker, Chris
 Del Walker, Diane
 Alt None Appointed

RENTON - ST. LUKE'S

Del DeSmith, Charles
 Del DeSmith, Elizabeth
 Del Smith, Francis
 Del Smith, Gwen
 Alt Clymer, Mary
 Alt Tharp, John M.
 Alt Tierney, Betty

SEATTLE - ALL SAINTS

Del Beszhak, Jayne
 Del Noble-Wingert, William
 Alt Miller, Harold
 Alt Tobin, Barbara

SEATTLE - CHRIST CHURCH

Del Gordon, John
 Del Hyland, Pat
 Del McGonagle, Lee
 Del Pedersen, Nita
 Alt Anderson, John
 Alt Ferris, Ruth
 Alt Rogers, Bill
 Alt Stephens, Mary

SEATTLE - ASCENSION

Del Bacon, Tim
 Del Fawthrop, Helen
 Del Forman, Kim
 Del Furness, Carole
 Del Leonard, Connie
 Del Peterson, Bill
 Alt Goodenough, Joy
 Alt Hartman, Steve
 Alt Ross, Esther
 Alt Thompson, John

SEATTLE - CHURCH OF THE EPIPHANY

Del Barnes, Lesa Sroufe
 Del Carlisle, Terry
 Del Evans, Mike
 Del Larson, Karen
 Del Lock, Barbara

SEATTLE - EPIPHANY (cont.)

Del	Mahler, Irene
Del	Reed, Jack
Del	St. John, Bill
Alt	Crandell, Kathryn
Alt	Hiscock, Frank
Alt	Mauney, Marc
Alt	Perkins, Jeff
Alt	Perkins, Sharon
Alt	Rambo, Neil
Alt	Ryhter, Barbara
Alt	Zarelli, Julie

SEATTLE - HOLY APOSTLES

Del	Chan, Neander
Del	Maraby, Linda
Alt	Lui, Kin Yan

SEATTLE - EMMANUEL CHURCH

Del	Faley, Brian
Del	Faley, Laura
Alt	None Appointed

SEATTLE - ST. ANDREW'S

Del	Cope, Ben
Del	Cuellar, Dawn
Del	Garman, Gerald
Del	Hart-Zavoli, Kathleen
Del	Kerr, Christopher
Del	McGrew, Dawn
Alt	Adams, Ruth
Alt	Gregory, David
Alt	Novak, Stu
Alt	Zachary, Dianne
Alt	Zuber, Janet

SEATTLE - ST. CLEMENT'S

Del	Scott, Dolista
Del	Turrill, Norman - <i>certified 10/5/95</i>
Alt	Adams, David - <i>elected 10/5/95</i>
Alt	Dupree, Winnie

SEATTLE - ST. DAVID'S

Del	Perry, Jean
Del	Perry, Jim
Alt	Johnson, Ralph
Alt	Lyons, Maureen

SEATTLE - ST. DUNSTAN'S

Del	Eddy, Jeanette
Del	Eddy, Mark
Del	Haller, Linda
Del	Haller, Mark
Alt	Ballinger, Carolyn

SEATTLE - ST. GEORGE'S

Del	Gray, Dennis
Del	Gray, Susan
Alt	Polf, Christina
Alt	Polf, Richard

SEATTLE - ST. JOHN THE BAPTIST

Del	Bautista, Ricardo
Del	Post, Barbara
Del	Rehm, Nell
Del	Swim, David - <i>certified 11/2/95</i>
Alt	McNair, Jan

SEATTLE - ST. LUKE'S

Del	Anderson, Chris - <i>certified 10/19/95</i>
Del	Biggart, Terry
Del	Frlan Fifer, Maryellen
Del	Wolfheim, Ted - <i>certified 10/19/95</i>

SEATTLE - ST. MARK'S CATHEDRAL

Del	Arambarri, Tony
Del	Bromenshenk, Karen
Del	Burton, Charles
Del	Greene, Jean S.
Del	Lang, John
Del	Langdon, Nancy
Del	Ochs, Pamela Bradburn
Del	Watterson, Tim
Alt	Bargelt, Karen
Alt	Blackwell, Jesse
Alt	Jones, Philip
Alt	Moen, Steve Paul
Alt	Palmer, Tinsley
Alt	Reid, Penny
Alt	Sodergren, Richard
Alt	Trowbridge-Ziz, Janeth

SEATTLE - ST. PAUL'S

Del	Benton, Michael
Del	Groat, Hal
Del	Jones, Lizann
Del	Timms, Barbara
Alt	Roth, Shawn
Alt	Webber, Mark

SEATTLE - ST. PETER'S

Del Aoki, Shea
 Del Cantelon, Charles
 Alt Matsuoka, Fran
 Alt Yoshida, John

SEATTLE - ST. STEPHEN'S

Del Beals, Hal
 Del Blair, Cris
 Del Bobo, Jerry
 Del Davis, Gerry
 Del Habegger, Sally
 Del Holloway, Cindy
 Del Otten, Michael
 Del Stipp, Diane
 Alt Givan, Sharon
 Alt Grayston, Nan
 Alt Habegger, Peggy
 Alt Hopkins, Robin
 Alt Montgomery, III, William
 Alt Morris, Fred
 Alt Todd, Howard

SEATTLE - TRINITY CHURCH

Del Beale, William
 Del Burt, Margaret
 Del Cowan, Ron
 Del Malek, Leslie B.
 Alt Gralia, Mark
 Alt Hannah, Florence
 Alt Pankey, Roger
 Alt Trowbridge, Constance

SEAVIEW - ST. PETER'S

Del Manning, Betty
 Del Manning, Edwin (Ed)
 Alt Iverson, Dean
 Alt Iverson, Judie

SEDRO-WOOLLEY - ST. JAMES'

Del Smith, James
 Del Smith, Judy
 Alt Shephard, Victoria
 Alt Stoppelworth, Mark

SEQUIM - ST. LUKE'S

Del Tillotson, Ben - *certified 10/12/95*
 Del Tillotson, Dinah - *certified 10/12/95*
 Del Yandell, Bill
 Del Yandell, Lou

SHELTON - ST. DAVID OF WALES

Del Jeffery, Jack
 Del Jeffery, Norine
 Del Starr, Larry
 Del Starr, Mildred
 Alt Reandeau, Connie
 Alt Reandeau, Jay
 Alt West, Bud
 Alt West, Rebecca

SILVERDALE - ST. ANTHONY'S OF EGYPT

Del Crowson, Chris
 Del Reese, Pat
 Alt Skinner, Ed
 Alt Skinner, Linda

SNOHOMISH - ST. JOHN'S

Del Berge, Bill
 Del Skinner, Ruth
 Alt Berge, Marian
 Alt Skinner, Gene

SNOQUALMIE - ST. CLARE'S

Del Holly Miller
 Del Hank Westbrook
 Alt Hillburn, Sandy

SOUTH BEND - ST. JOHN'S

Del Beck, Eunice
 Del Beck, Robert
 Alt Briney, Guy
 Alt Briney, Norma

TACOMA - ALL SAINTS'

Del Golden, Michael
 Del Golden, Sue
 Alt Gatlin, Elizabeth
 Alt Gatlin, Henry

TACOMA - CHRIST CHURCH

Del Badger, Dawn
 Del Dillingham Bob
 Del Gill, Bill
 Del Gill, Phyllis
 Del Habedank, Gary
 Del Murray, Catherine
 Del Oberg, Jim
 Del Smith, Patty
 Alt Heath, Elizabeth

TACOMA - HOLY FAMILY OF JESUS

Del None Appointed
 Alt None Appointed

TACOMA - ST. ANDREW'S

Del Dildine, Ming
 Del Howe, Gregg
 Del Palmer, Ann
 Del Palmer, Terry
 Alt Darneille, Jeanne
 Alt Dildine, Don
 Alt Howe, Bill
 Alt Howe, Darlene

TACOMA - ST. JOSEPH'S/ST. JOHN'S

Del Johnson, Mary A.
 Del Sellars, David
 Alt Bartels, Ruth E.

TACOMA - ST. LUKE'S

Del Corneille, Walter - *cert. 10/18/95*
 Del Duggan, Dan
 Del Duggan, Peggy
 Del McVicker, Pam
 Del Olson, David
 Del Shoffner, Shirley
 Alt Bekey, Jean

TACOMA - ST. MARY'S

Del Hagopian, Anne
 Del Kernen, Jean
 Del Morrison, Stephen
 Del Nordgren, Jr., Courtland
 Del Ott, John
 Del Rostedt, Sylvia C.
 Alt Riggan, Col., Judith
 Alt Senior, Luke

TACOMA - ST. MATTHEW'S

Del Beasley, Hisako
 Del Herriges, Norbert
 Alt Peterson, Tom
 Alt Walker, Kitty

TAHUYA - ST. NICHOLAS'

Del None Appointed
 Alt None Appointed

VANCOUVER - ALL SAINTS'

Del Phernetton, Dan
 Del Philbrook, Suzanne
 Alt Evans, Phil
 Alt Evans, Wilma

VANCOUVER - GOOD SHEPHERD

Del Batroukh, Karen
 Del Burdin, Gretchen
 Del Henderson, Greg
 Del Hower, Bob
 Del Okereke, Sammy
 Del Oliver, Joan
 Alt Kent, Cleo
 Alt McMahon, Darel
 Alt Voss, Brian

VANCOUVER - ST. LUKE'S

Del Amies, Tom
 Del Denny, Dale
 Del Denny, Mary
 Del Duchie, Bill
 Del Duchie, Charlene
 Del Rankin, Kara Lynn
 Del Thompson, Dottie
 Del Thompson, Paul
 Alt None Appointed

VASHON ISLAND - HOLY SPIRIT

Del Fall, Cutler - *certified 10/31/95*
 Del Gilman, Holly - *cert. 10/31/95*
 Del Gregory, Jess - *certified 10/31/95*
 Del Key, Chris
 Alt Parker, Andy

WASHOUGAL - ST. ANNE'S

Del Gress, Jean
 Del Heikkinen, Keith
 Alt Harrison, Harold
 Alt Harrison, Kristi

WESTPORT - ST. CHRISTOPHER

Del Johnson, Linda
 Del Walker, Randy
 Alt Dodson, Mark
 Alt Walker, Judy

Officers of the Convention

Bishop

The Right Reverend Vincent W. Warner

Secretary

The Reverend John G. Schaeffer

Treasurer

Mr. Denison Bacon

Chancellor

Mr. Donald H. Mullins, Esq.

Vice-Chancellor

Mr. Duncan Bayne, Esq.

Historiographer

The Reverend J. William Bertolin

Archivist and Records Manager

Mrs. Diane T. Wells

Board of Directors

The Rt. Reverend Vincent W. Warner, President

The Very Reverend Gerald W. Porter, Vice-President

Mr. Denison Bacon, Treasurer

The Reverend John G. Schaeffer, Secretary

Mr. Donald H. Mullins, Chancellor

Directors appointed by Bishop Warner, Confirmed by Diocesan Convention

Mr. David Sprague	1995
The Reverend Hollis Williams	1995
Mr. Judith Yeakel	1995
Mr. Curtis G. Young	1995
Ms. Carol Everson	1996
Mr. Stan Buratto	1997
The Reverend William Burnett	1997
Mr. Thurston Roach	1997

Standing Committee

The Reverend Joann Paolozzi (<i>President</i>)	1997
Mrs. Teddy Mitchell	1995
The Reverend Allan C. Parker	1995
Mr. Samuel A. Fleshman	1996
The Reverend John Thompson	1996
Mrs. Irene M. Gold	1997
Mrs. Ruth S. Adams	1998
The Reverend Patricia L. Taylor	1998

Diocesan Council

Elected by Convention

Class of 1995

Mr. Jack Lyons
The Reverend Stepehn Moore
Mr. Andrew Pringle

Class of 1996

Mrs. Barbara Fox
The Reverend John Glase
Mrs. Barbara Westbrook

Class of 1997

Ms. Lyn Goetz
Colonel James Manning
The Reverend Bill Sell-Lee

Class of 1998

Mrs. Becky Clark
The Reverend Mary Jane Francis
Mr. George Garcia

Appointed by Bishop Warner

Mr. JP Harrison	1995
The Reverend Thomas Dement	1996
Mr. Harry Strong	1997
Mr. Tony Irving	1998

Ex-Officio Members

The Right Reverend Vincent W. Warner, *Bishop*
The Reverend Patricia Taylor, *Standing Committee Representative*
Denny Bacon, *Treasurer*
Donald H. Mullins, *Chancellor*

Bishop's Office - Staff

The Very Reverend Gerald W. Porter, *Provost*
Betsy Greenman, *Canon for Ministry Development*
Christine Smith-Clark, *Comptroller*
Dede Dunn, *Recording Secretary*

Bishop's Office Staff

Archives	Diane Wells, <i>Archivist</i>
Bishop's Office	The Rt. Reverend Vincent W. Warner, <i>Bishop</i> Barbara Brower, <i>Administrative Assistant</i>
Canon's Office	Betsy Greenman, <i>Canon for Ministry Development</i> Beverly Glandon, <i>Administrative Assistant</i>
Communications	Julie Tarter, <i>Publications Coordinator</i> Diane Walker, <i>Editor, Episcopal Voice</i>
Custodian	Allen Powell
Diocesan School of Theology	Lucy Brand, <i>Interim Administrative Coordinator</i>
Faith Development	Kathy Hamilton, <i>Director</i> Dolly Dixon-Payne, <i>Assistant</i>
Insurance Office	Kathryn Goforth, <i>Insurance Administrator</i>
Planned Giving Office	The Reverend Murray Trelease, <i>Field Officer</i> The Reverend Fred McLauchlan, <i>Field Officer</i>
Print Shop	Richard (Ky) Chen, <i>Printer</i>
Provost's Office	The Very Reverend Gerald W. Porter, <i>Provost</i> Dede Dunn, <i>Administrative Assistant</i>
Reception/Support Svcs.	Charlsia Schall
Resource Center	Jan Matsumoto, <i>Director</i>
Stewardship & Development	Jean Leed, <i>Director</i> Kelly Anderson, <i>Associate</i>
Total Ministry	The Reverend Robin Moore, <i>Coordinator</i>
Treasurer's Office	Denny Bacon, <i>Treasurer</i> Chris Smith-Clark, <i>Comptroller</i>

Commissions

Church Architecture

Mr. Mark Anderson
 The Rev. Bob Biever, *All Saints, Tacoma*
 Mr. Robert Linkletter, *St. Andrew's, Pt. Angeles*
 Mr. Allen Moses
 Mr. Ralph Provencal (Chair), *St. Benedict's, Lacey*
 Mr. William Rosenberg, *St. Luke's, Sequim*
 Mr. Nathan Thomas

Faith Development

The Reverend Kevin Allen, *Christ Church, Puyallup*
 Mrs. Stefanie Allen, *Christ Church, Puyallup*
 Dr. Trevor Bryant
 Ms. Martha Ellertsen
 Mr. Robert Graham, *St. Thomas, Medina*
 Ms. Jean Gray, *St. Mary's, Tacoma*
 Mrs. Tovi Harris, *St. Mark's Cathedral, Seattle*
 Mr. David Paisley, *St. James', Kent*
 The Reverend Don Smith

Ministry

Ms. Carolyn Allendoerfer, *Trinity, Everett*
 The Rev. Mike Creighton (Deputy Chair)
 Mr. Samuel Fleshman, *St. Andrew's, Tacoma*
 The Rev. Randal Gardner (Ex-officio)
 The Rev. Stephen Gehrig, *St. Margaret's, Bellevue*
 The Rev. Mary Gould, *Good Samaritan, Redmond*
 Ms. Terry Gudger
 The Rev. John Lambert, *Emmanuel, Mercer Island*
 The Rev. Carol Ludden, *Micah Ministry, Seattle*
 Ms. Evelyn Shipman (Sec. Vocations)
 Mr. Richard Shryock, *Grace, Bainbridge Island*
 Mrs. Carol Teays, *St. Augustine's, Freeland*
 The Rt. Rev. Vincent Warner (Chair)

Personnel

Mr. Rick Adams, *Emmanuel Mercer Island*
 The Rev. Scott Dills, *St. Mark's Cathedral, Seattle*
 Mr. Steve Faust, *Epiphany, Seattle*
 Ms. Pam Gibbons, *St. Columba's, Kent*
 The Rev. Don Mackay (Chair), *St. John's, Kirkland*
 Dr. Jim Rand, *St. Hilda's-St. Patrick's, Edmonds*
 Ms. Dianne Sherman
 The Rev. Tim Vance (CADO), *St. Matthew's, Auburn*

Stewardship & Development

Ms. Jolly Sue Baker, *St. Mark's Cathedral, Seattle*
 Ms. Carol Batchelder, *Ascension, Seattle*
 The Rev. M. Fletcher Davis, *St. Thomas, Medina*
 The Rev. Fred Elwood, *St. John's, Olympia*
 Mrs. Joy Goodenough, *Ascension, Seattle*
 Mrs. Peggy Habegger (Chair), *St. Stephen's, Seattle*
 Mr. Tony Hill, *St. Stephen's, Seattle*
 Mrs. Nancy Jacobs, *St. Margaret's, Bellevue*
 The Rev. Carol Ludden, *Micah Ministry, Seattle*
 Mrs. Jeannette Moore, *St. Hugh's, Allyn*
 Mrs. Nell Rehm, *St. John the Baptist, Seattle*
 Mr. Dick Rehm, *St. John the Baptist, Seattle*
 The Rev. Guy Sherman, *St. Aidan's, Stanwood*
 Ms. Betty Trask, *Good Shepherd, Federal Way*
 Ms. Kate Webster, *Grace, Bainbridge Island*

Committees

Alcohol & Substance Abuse

Mr. David Alger, *Emmanuel, Mercer Island*
 Mr. Jeffrey Angwin, *Holy Cross, Redmond*
 The Rev. Diane Brelsford, *Ascension, Seattle*
 Mr. Lary Davis, *Epiphany, Seattle*
 Mr. John Dirks
 Mr. Kerry Fitzgibbons
 Ms. Helen Hegge-Bertness, *Christ, Tacoma*
 Mr. Robin Hopkins, *St. Stephen's, Seattle*
 Ms. Barbara Huston, *St. Clement's, Seattle*
 The Rev. Stephen Moore, *Trinity, Seattle*
 Ms. Kathy Ranzoni, *St. James', Kent*
 Ms. Wendy Replogle, *Resurrection, Bellevue*
 Mr. Hub Rice, *Resurrection, Bellevue*
 Mrs. Pat Stevens, *St. Paul's, Seattle*
 Ms. Diane Stipp (Chair), *St. Stephen's, Seattle*
 The Rev. Timothy Vance, *St. Matthew's, Auburn*
 Ms. Nancy Webster-Hughes, *St. John's, Seattle*
 Ms. Janet Wolfheim, *Resurrection, Bellevue*

Budget & Finance

Mr. Denny Bacon (Treasurer), *Ascension, Seattle*
 Ms. Barbara Fox, *St. John's, Kirkland*
 Mr. George Garcia, *St. Joseph-St. John's, Tacoma*
 Ms. Lyn Goetz, *Resurrection, Bellevue*
 Mr. Jack Lyons, *St. Andrew's, Pt. Angeles*
 Mr. Harry Strong, *Epiphany, Seattle*

Campaign Communications

Mr. Steve Angelo, *Good Samaritan, Redmond*
 Mr. John Behnke, *St. Thomas, Medina*
 Mr. Robert Daniel
 The Rev. Stephen Gehrig, *St. Margaret's, Bellevue*
 Ms. Princess Jackson-Smith, *St. John's, Olympia*
 Mr. Bob Keene (Chair), *St. Columba's, Kent*
 The Rev. Carol Ludden, *Micah Ministry, Seattle*
 Ms. Kimberly Marlowe, *St. Paul's, Seattle*
 Ms. Mel Matteson, *St. George's, Seattle*
 The Rev. A. Scott Miller, *St. Stephen's, Seattle*
 Mr. Andrew Pringle, *St. Augustine's, Freeland*

Campaign Special Events

Ms. Barbara Benshoof, *Emmanuel, Eastsound*
 Mr. Dent Davidson, *St. Thomas, Medina*
 Ms. Margo Fleshman, *St. Andrew's, Tacoma*
 Ms. Bette Harris, *Ascension, Seattle*
 The Rev. Carol Ludden (Chair), *Micah Ministry, Seattle*
 Ms. Mary Ann Mackin
 Ms. Elizabeth Mountsier, *Micah Ministry, Seattle*

Campaign Executive Committee

The Rev. Kevin Allen, *Christ Church, Puyallup*
 Mr. William Berge, *St. John's, Snohomish*
 The Rev. Bob Bethea, *St. Francis', Mill Creek*
 Mr. Samuel Brown, *St. Mary's, Tacoma*
 Mrs. Norton Clapp (Honorary Chair), *St. Thomas, Medina*
 The Rev. Michael Creighton, *St. Stephen's, Seattle*
 The Rev. Stephen Gehrig (Co-chair), *St. Margaret's, Bellevue*
 The Rev. Donald Goodheart, *Epiphany, Seattle*
 Ms. Suzanne Hartman, *Ascension, Seattle*
 Ms. Macon Lee Howard, *St. Mark's Cathedral, Seattle*
 Mr. Bob Keene, *St. Columba's, Kent*
 The Rev. Patterson Keller
 The Rev. Carol Ludden, *Micah Ministry, Seattle*
 Mrs. Maureen Lyons, *St. David's, Seattle*
 The Rev. Kent McCulloch, *St. Mary's, Tacoma*
 Mr. Rory Miller, *Epiphany, Chehalis*
 Mrs. Jeannette Moore, *St. Hugh's, Allyn*
 Mr. Ernest Muzatko, *St. John's, Olympia*
 Mr. George Nesheim, *St. Barnabas, Bainbridge Island*
 Ms. Carol Olson, *Grace, Bainbridge Island*
 Mr. Andrew Pringle (Co-chair), *St. Augustine's, Freeland*
 The Rev. Robert Rhodes, *Good Shepherd, Vancouver*
 The Rev. William Sell-Lee, *St. Luke's, Sequim*
 Mrs. Carol Teays, *St. Augustine's, Freeland*
 Mr. Paul von Beck, *St. Michael's, Issaquah*
 The Rev. Stephen Wendfeldt, *St. Stephen's, Longview*

Cathedral Chapter

Ms. Ruth Adams, *St. Andrew's, Seattle*
 Mr. Mac Brown, *St. Mark's Cathedral, Seattle*
 The Rev. Paul Collins, *St. Hilda's-St. Patrick's, Seattle*
 Mr. Robert Craig, *St. Mark's Cathedral, Seattle*
 Ms. Jean Gray, *St. Mary's, Tacoma*
 Mrs. Nan Grayston, *St. Stephen's, Seattle*
 The Rev. Jodene Hawkins, *St. Nicholas, Tahuya*
 Mrs. Jane Hummer, *St. Mark's Cathedral, Seattle*
 The Very Rev. Fred Northup, *St. Mark's Cathedral, Seattle*
 The Rev. Joann Paolozzi, *Epiphany, Chehalis*
 Mr. Richard Proctor, *St. Augustine's, Freeland*
 The Rev. Kevin Smith, *St. Catherine's, Enumclaw*
 Mrs. Katherine Sodergren, *St. Mark's Cathedral, Seattle*
 Mr. J. Vernon Williams, *St. Mark's Cathedral, Seattle*

Communications

Ms. Princess Jackson-Smith, *St. John's, Olympia*
 Mr. Bob Keene, *St. Columba's, Kent*
 Mrs. Laura Lewis, *St. Aidan's, Camano Island*
 The Rev. Pascal Nelson
 Ms. Bette Parks, *St. Mary's, Tacoma*
 Mr. Fred Sanchez, *Good Shepherd, Federal Way*
 Mrs. Carol Teays, *St. Augustine's, Freeland*

Committees

Constitution and Canons

Mr. Duncan Bayne, *St. Mark's Cathedral, Seattle*
 Mr. Walter Hansen, *Resurrection, Bellevue*
 The Rev. Stephen Moore, *Trinity, Seattle*
 Mr. Donald Mullins (Chancellor), *St. Stephen's, Seattle*
 Mr. Douglas Oles, *Redeemer, Kenmore*
 Mr. John Veblen, *St. Stephen's, Seattle*
 Mr. DeWitt Williams (d. 1995)

Committee on Diocesan Congregations

The Rev. Bob Biever, *All Saints', Tacoma*
 The Rev. Jerry Connors, *St. James', Sedro-Woolley*
 The Rev. Elise Donahower, *Holy Spirit, Battle Ground*
 The Rev. Charles Forbes, *Christ Church, Blaine*
 Mr. James Fraser, *St. Bede's, Pt. Orchard*
 Ms. Betsy Greenman (Co-chair), *St. George's, Seattle*
 Mrs. Mary O. Haller, *St. Columba's, Kent*
 Dr. Karl Kutnerian, *Christ Church, Blaine*
 The Rev. George Mutchler, *St. Luke's, Elma*
 Ms. Jerrilee Petersen, *St. Benedict's, Lacey*
 Mr. James Poage, *St. John's, South Bend*
 Mr. Al Pomeroy (Co-chair), *Christ Church, Puyallup*
 Ms. Jennifer Pratt, *St. Hugh's, Allyn*
 Ms. Carol Rypkema, *St. Hilda's-St. Patrick's, Edmonds*
 The Rev. Richard Scott, *St. Antony's, Silverdale*
 Mr. David Sellars, *St. Joseph-St. John's, Tacoma*
 The Rev. Guy Sherman, *St. Aidan's, Stanwood*
 Mr. Henry Westbrook, *St. Clare's, Snoqualmie*

Diocesan Investment Fund

Mr. Richard Hubbard
 Mr. Calvert Knudsen
 Mr. Robert Kuehn
 Mr. George Lhamon
 Mr. James Margard
 Mr. John Morton
 Mr. Furman Moseley
 Mr. McCall Richey (Chair), *Ascension, Seattle*

Diocesan School of Theology Board

Mrs. Jane Clemmons, *Resurrection, Bellevue*
 Mrs. Tovi Harris, *St. Mark's Cathedral, Seattle*
 The Rev. Morris Hauge, *St. Paul's, Seattle*
 Mr. Dale McQueen (Convenor), *St. John's, Gig Harbor*
 Mr. Rory Miller, *Epiphany, Chehalis*
 The Rev. Patricia Taylor, *St. George's, Seattle*
 Ms. Judith Yeakel, *St. Augustine's, Freeland*

Early Response Team

Mrs. Becky Clark, *St. Matthew's, Tacoma*
 The Rev. Thomas Dement, *St. Dunstan's, Seattle*
 Ms. Barbara Fox, *St. John's, Kirkland*
 Ms. Lyn Goetz, *Resurrection, Bellevue*
 Mr. Tony Irving, *St. Benedict's, Lacey*
 Mr. Jack Lyons, *St. Andrew's, Pt. Angeles*
 Mr. Harry Strong, *Epiphany, Seattle*
 Mrs. Barbara Westbrook, *St. Clare's, Snoqualmie*

Episcopal Charities Appeal

Mrs. Joy Goodenough, *Ascension, Seattle*
 Mr. Tony Hill, *St. Stephen's, Seattle*
 Ms. Deedee Holt, *Good Samaritan, Redmond*
 Mrs. Nancy Jacobs (Chair), *St. Margaret's, Bellevue*
 Mrs. Shirley Noble-Wingert, *All Saints', Seattle*
 Ms. Linda O'Brien, *St. Columba's, Kent*
 Mr. Edward Telcs, *Christ Church, Seattle*
 Mrs. Elizabeth Tuley, *St. Luke's, Tacoma*
 Ms. Janer Wilford, *St. James', Kent*
 Mrs. Nancy Wolfe, *Holy Spirit, Vashon*
 The Rev. Richard Younge, *St. Andrew's, Tacoma*

Episcopal Multicultural Coalition

The Rt. Rev. William Choi, *Seattle Seaman's Center*
 The Rev. Jerry Connors, *St. James', Sedro-Woolley*
 The Rev. M. Fletcher Davis, *St. Thomas, Medina*
 The Rev. Jerry Drino
 Ms. Winnie Hopkins, *Epiphany Seattle*
 Mr. Paul Hsi, *Christ Church, Seattle*
 Colonel James Manning, *Trinity, Seattle*
 Ms. Linda Maraby, *Holy Apostles, Seattle*
 Mr. Ranny Ong, *St. John's, Olympia*
 The Rev. Kevin Pearson
 Severino Perez
 Mrs. Kathryn Rickert (Chair)
 Mr. Floy Ruffings, *St. Clement's, Seattle*
 Mr. Sarun Sam, *St. John's, Olympia*
 Ms. Ruth Schmidt, *St. John's, Olympia*
 Mr. Samuel Shoji, *St. Peter's, Seattle*
 The Rev. Jack Slee
 Ms. Tithia Sum, *St. John's, Olympia*

Governing Bodies Systems Committee

The Rev. Thomas Dement (Diocesan Council)
 Ms. Carol Everson (Board of Directors)
 Ms. Betsy Greenman (Bishop's Office)
 The Rev. Allan Parker (Standing Committee)
 The Very Rev. Gerald Porter (Bishop's Office)
 The Rev. John Thompson (Standing Committee)
 Mrs. Barbara Westbrook (Diocesan Council)
 The Rev. Hollis Williams (Board of Directors)

Committees

History, Archives & Records

The Rev. J. William Bertolin (Chair)
 Ms. Linda DiBiase, *St. John's, Kirkland*
 Ms. Jane Hershman
 Ms. Pauline Larson
 Mrs. Leslie Malek, *Trinity, Seattle*

Human Sexuality

The Rev. Bob Bethea, *St. Francis', Mill Creek*
 The Rev. Thomas Bigelow, *St. Luke's, Renton*
 Mr. Jim Black, *St. Mark's Cathedral, Seattle*
 The Rev. Diane Brelsford, *Ascension, Seattle*
 The Rev. Mike Creighton, *St. Stephen's, Seattle*
 The Rev. Mary Jane Francis, *St. Margaret's, Bellevue*
 The Rev. Randal Gardner, *Good Shep., Federal Way*
 Mr. Lawrence Greene, *St. Mark's Cathedral, Seattle*
 The Rev. Morris Hauge, *St. Paul's, Seattle*
 Mr. Paul Johns
 Mrs. Maureen Lyons, *St. David's, Seattle*
 The Very Rev. William Maxwell, *St. Paul's, Pt. Townsend*
 Mr. Thom Monnahan, *St. Mark's Cathedral, Seattle*
 Mrs. Jean Perry, *St. David's, Seattle*
 Ms. Jennifer Rogers
 Ms. Diane Stipp, *St. Stephen's, Seattle*
 Mrs. Carol Teays, *St. Augustine's, Freeland*

Huston Center

Mr. Ralph Beede, *St. George's, Maple Valley*
 Mrs. Kristi Champagne, *St. Paul's, Bellingham*
 Ms. Pam Gibbons, *St. Columba's, Kent*
 Ms. Sue Inglis, *St. Matthew's, Tacoma*
 Mrs. Anne Payne, *St. John's, Kirkland*
 Mr. Sonny Vinberg, *Ascension, Seattle*

Insurance

Mr. Stephen Day
 Mr. Earl Fauser
 Mr. Charles Finney, *St. Mark's Cathedral, Seattle*
 Mr. William Meacham (Chair)
 Mrs. Betty Paulsen, *St. Andrew's, Aberdeen*
 Mr. Dean Saffle, *Emmanuel, Mercer Island*
 Mr. Earl Tarble, *St. Margaret's, Bellevue*
 Mr. Barry Thoma

Liturgy & Music

The Rev. Bob Biever, *All Saints', Tacoma*
 Dr. Melvin Butler, *St. Mark's Cathedral, Seattle*
 Mrs. Louise Close, *St. Aidan's, Camano Island*
 The Rev. Lorraine Dierick, *St. Mark's, Montesano*
 The Rev. Mary Drew, *St. Paul's, Seattle*
 Mr. Kim Gilnett, *St. Paul's, Seattle*
 Ms. Grace Ingersoll, *St. Paul's, Seattle*
 Mr. Gary James, *Holy Spirit, Vashon Island*
 Ms. Janis Lord, *St. Stephen's, Longview*
 The Rev. Don Maddux, *St. David's, Shelton*
 Ms. Yohko Matsumoto
 Dr. Robert Poovey
 Mr. Cleveland Riley, *St. Augustine's, Freeland*
 Mr. Paul Roy, *St. Barnabas', Bainbridge Island*
 Mr. Paul Thornack, *St. Mary's, Tacoma*

Mission Extension

The Rev. Bob Bethea, *St. Francis, Mill Creek*
 Mr. James Campbell
 The Rev. Geoff Ethelston, *Grace, Duwall*
 Mr. Allen Haller, *St. Columba's, Kent*
 The Rev. Jodene Hawkins, *St. Nicholas, Tahuya*
 The Rev. Fred Jessett (Chair), *Good Samaritan*
 Mr. Gerrit Moore, *St. Hugh's, Allyn*
 The Rev. Diana Wood, *St. Christopher, Westport*

Planned Giving

Ms. Jolly Sue Baker, *St. Mark's Cathedral, Seattle*
 Ms. Carol Batchelder (Chair), *Ascension, Seattle*
 Mrs. Marian Berge, *St. John's, Snohomish*
 Mr. Dick Cleveland, *Ascension, Seattle*
 Mr. Harry Machenheimer, *Emmanuel, Mercer Island*
 Ms. Jean McCord (Consultant), *St. Andrew's, Tacoma*

Program Initiation Evaluation & Review

Ms. Sally Bjerklie, *St. George's, Seattle*
 The Rev. Jean Carmichael (Chair), *Christ, Tacoma*
 The Rev. Thomas Dement, *St. Dunstan's, Seattle*
 The Rev. Mark Earl, *St. John's, Centralia*
 The Rev. Walter Knowles, *Redeemer, Kenmore*
 Mr. Jim Oberg, *Christ Church, Tacoma*
 Mr. Dick Olufs, *St. Mark's Cathedral, Seattle*

Property & Loan

Mr. Thurston Roach, *Epiphany, Seattle*
 Mr. David Sprague, *Epiphany, Seattle*
 Mr. Curtis Young, *St. Thomas, Medina*

Committees

Racism Task Force

The Rev. J. William Bertolin, *Good Shep. Fed. Way*
 The Rt. Rev. William Choi, *Seattle Seaman's Center*
 The Rev. S. Eston Collins
 Ms. Enid Fung, *Holy Apostles, Seattle*
 Ms. Benita Horn (Facilitator)
 Ms. Linda Maraby, *Holy Apostles, Seattle*
 Mr. Carter Mears, *St. Mark's Cathedral, Seattle*
 Mrs. Constance Moorehead, *St. Clement's, Seattle*
 Mrs. Shirley Noble-Wingert, *All Saints', Seattle*
 Mrs. Kathryn Rickert
 Ms. Mary Stephens, *Christ Church, Seattle*
 Ms. Constance Trowbridge, *Christ Church, Seattle*

Refugee Resettlement

Mr. Leroy Collins, *Emmanuel, Mercer Island*
 Ms. Ruth Collins, *Emmanuel, Mercer Island*
 Ms. Jeanne Crumb
 Ms. Diane Hildebrand (Chair)
 Mr. Gre Hope (Director)
 Ms. Mary Jenner
 Mr. Glen Kadish
 Ms. Fran Kato
 Ms. Mike McElroy
 Mr. Gerry Shigaki, *St. Peter's, Seattle*
 Mr. Abdoul Rasoul Tarshi

Regional Cluster Deputies

The Rev. J. William Bertolin (Southeast)
 The Rev. Paul Collins (Northeast)
 The Rev. Elise Donahower (Southern)
 The Rev. Charles Forbes (Northern)
 The Rev. James Phinney (Northwest)
 The Rev. William Riker (Southwest)

St. Andrew's House

Ms. Ruth Adams, *St. Andrew's, Seattle*
 Mr. Robert Carper, *St. Elizabeth's, Burien*
 Mr. Jim Church, *St. Margaret's, Bellevue*
 Ms. Corinne Cooper, *St. John's, Olympia*
 Mrs. Diane Glase, *St. Stephen's, Longview*
 The Rev. John Glase, *St. Stephen's, Longview*
 Mrs. Connie Leonard, *Ascension, Seattle*
 Ms. Dora Lynn Rice
 Mr. Sandy Rice
 The Rev. William Riker, *St. Benedict's, Lacey*
 Ms. Ann Rogers, *St. Thomas, Medina*

Stewardship Education

Mr. Kim Forman, *Ascension, Seattle*
 Mr. George Gosline, *St. Mark's Cathedral, Seattle*
 Mr. George Nesheim, *St. Barnabas, Bainbridge Island*
 The Rev. Doug Pollock, *St. John's, Gig Harbor*
 Mr. Dick Rehm, *St. John the Baptist, Seattle*
 The Rev. Pete Stanton, *St. Matthew's, Tacoma*
 Ms. Betty Trask, *Good Shepherd, Federal Way*
 The Rev. Steve Wendfeldt (Chair), *St. Stephen's Longview*

Congregations of the Diocese of Olympia

Parishes

Aberdeen, St. Andrew's (1890)
 Auburn, St. Matthew's (1896)
 Bainbridge Island, St. Barnabas' (1944)
 Bellevue, Church of the Resurrection (1957)
 Bellevue, St. Margaret's (1957)
 Bellingham, St. Paul's (1883)
 Bremerton, St. Paul's (1901)
 Burien, St. Elizabeth's (1941)
 Centralia, St. John's (1889)
 Chehalis, Church of the Epiphany (1883)
 Eastsound/Orcas Island, Emmanuel (1885)
 Edmonds, St. Alban's (1952)
 Everett, Trinity Church (1892)
 Federal Way, Church of the Good Shepherd (1961)
 Freeland, St. Augustine's-in-the-Woods (1949)
 Gig Harbor, St. John's (1916)
 Issaquah, St. Michael & All Angel's (1950)
 Kenmore, Church of the Redeemer (1947)
 Kent, St. James' (1890)
 Kirkland, St. John's (1922)
 Longview, St. Stephen's (1923)
 Medina, St. Thomas' (1943)
 Mercer Island, Emmanuel (1909)
 Mount Vernon, St. Paul's (1891)
 Oak Harbor, St. Stephen's (1952)
 Olympia, St. John's (1853)
 Port Angeles, St. Andrew's (1891)
 Port Townsend, St. Paul's (1860)
 Poulsbo, St. Charles' (1963)
 Puyallup, Christ Church (1882)
 Redmond, Church of the Holy Cross (1909)
 Renton, St. Luke's (1892)
 Seattle, Christ Church (1903)
 Seattle, Church of the Ascension (1938)
 Seattle, Church of the Epiphany (1908)
 Seattle, St. Andrew's (1906)
 Seattle, St. Clement's (1890)
 Seattle, St. Dunstan's (1949)
 Seattle, St. George's (1954)
 Seattle, St. John the Baptist (1892)
 Seattle, St. Luke's (1891)
 Seattle, St. Mark's Cathedral (1889)
 Seattle, St. Paul's (1892)
 Seattle, St. Peter's (1908)
 Seattle, St. Stephen's (1920)
 Seattle, Trinity Church (1865)
 Sequim, St. Luke's (1893)
 Shelton, St. David's (1890)
 Snohomish, St. John's (1889)
 Tacoma, Christ Church (1889)
 Tacoma, St. Andrew's (1890)
 Tacoma, St. Luke's (1879)
 Tacoma, St. Mary's (1949)

Tacoma, St. Matthew's Church (1951)
 Vancouver, St. Luke's Church (1836)
 Vashon Island, Church of the Holy Spirit (1912)

Missions

Allyn, St. Hugh's (1969)
 Anacortes, Christ Church (1890)
 Bainbridge Island, Grace Church
 Blaine, Christ Church (1889)
 Camano Island, St. Aidan's (1959)
 Castle Rock, St. Matthew's (1961)
 Cathlamet, St. James' (1851)
 Darrington, Church of the Transfiguration (1955)
 Duvall, Grace Church
 Edmonds, St. Hilda's-St. Patrick's (1963)
 Elma, St. Luke's (1895)
 Enumclaw, St. Catherine's (1940's)
 Friday Harbor, St. David's (1950)
 Kent (Des Moines), St. Columba's (1957)
 Lacey, St. Benedict's (1980)
 Lopez Island, Grace Church (1954)
 Maple Valley, St. George's (1967)
 Marysville, St. Philip's (1958)
 Mill Creek, St. Francis' (1980)
 Monroe, Church of Our Saviour (1910)
 Montesano, St. Mark's (1909)
 Olympia, St. Christopher's (1959)
 Port Orchard, St. Bede's (1963)
 Redmond, Good Samaritan (1990)
 Seattle, All Saints' (1903)
 Seattle, Church of the Holy Apostles (1990)
 Seattle, Emmanuel Church
 Seattle, St. David's (1958)
 Seaview, St. Peter's (1896)
 Sedro-Woolley, St. James' (1890)
 Silverdale, St. Antony's of Egypt (1985)
 Snoqualmie, St. Clare's (1982)
 South Bend, St. John's (1890)
 Tacoma, All Saints' (1890)
 Tacoma, Holy Family of Jesus (1980)
 Tacoma, St. Joseph's-St. John's (1969)
 Tahuya, St. Nicholas' (1968)
 Vancouver, All Saints' (1977)
 Vancouver, Church of the Good Shepherd (1966)
 Washougal, St. Anne's (1951)
 Westport, St. Christopher's (1959)

Parochial Missions/Devel. Congregations

Battle Ground, Church of the Holy Spirit (1987)
 Forks, St. Swithin's (1964)
 Hoodspport, St. Germain's (1976)
 Port Gamble, St. Paul's (1931)
 Rockport, St. Martin's-St. Francis' (1952)

SECTION 5

*1994 Audit
and
Statistics*

Beail, Raines Gillespie & Gettmann*Certified Public Accountants*

Northgate Delta Building

9706 Fourth Avenue NE, #305

Seattle, WA 98115-2157

(206) 527-3000

INDEPENDENT AUDITOR'S REPORT

Diocese of Olympia, Inc.
1551 Tenth Avenue East
Seattle, Washington 98102

We have audited the balance sheet - Episcopal Church basis of the Diocese of Olympia, Inc. at December 31, 1994, and the related statements of support and revenue, expenses and changes in fund balances - Episcopal Church basis and cash flows - Episcopal Church basis for the year then ended. These financial statements are the responsibility of diocesan management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

As described in Note 3, the policy of the Diocese of Olympia, Inc. is to prepare its financial statements on a basis that is in accordance with principles that constitute the generally accepted principles authorized by the General Convention of the Episcopal Church. Accordingly, the accompanying financial statements are not intended to present the financial position and the results of operations in conformity with generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly, in all material respects, the balance sheet of Diocese of Olympia, Inc. at December 31, 1994, and the statements of support and revenue, expenses and cash flows for the year then ended, in accordance with principles authorized by the General Convention of the Episcopal Church.

As discussed in Note 3 to the financial statements, real estate totaling \$26,022,022.00 has been valued at appraised value and at approximate replacement cost by using construction replacement cost estimates plus assessed value of land. We have reviewed the procedure applied in valuation and have inspected the underlying documentation, and in the circumstances, we believe the procedures reasonable and the documentation appropriate. Because of the inherent uncertainty of valuation of church buildings, fair market value may differ significantly from the approach used, and the differences could be material.

Beail, Raines Gillespie & Gettmann, PLLC

Seattle, Washington
August 25, 1995

Diocese of Olympia, Inc.
Balance Sheet - Episcopal Church Basis

December 31, 1994

ASSETS

	Restricted Funds	Endowment Funds	Real Estate Funds	Total
Cash & Cash Equivalents	\$ 1,399,878.51	\$ 285,184.59	\$ 18,203.09	\$ 1,703,266.19
Restricted Cash	1,435.58	-	-	1,435.58
Investments	8,220,006.20	9,672,016.34	-	17,892,022.54
Notes, Loans & Real Estate				
Contracts Receivable	620,704.39	476,754.59	11,071.84	1,108,530.82
Interest & DIF Income Receivable	189,183.06	-	61.00	189,244.06
Real Estate				
Diocesan House, Seattle	-	-	2,500,000.00	2,500,000.00
Huston Center, Gold Bar	-	-	2,089,659.00	2,089,659.00
St., Andrew's Conf. Ctr., Union	-	-	614,120.00	614,120.00
Mission Properties	-	-	20,352,259.00	20,352,259.00
Mission Sites	-	-	155,499.91	155,499.91
St. Bernard's Chapel, Snoqualmie	-	-	310,485.00	310,485.00
TOTAL ASSETS	\$ 10,431,207.74	\$ 10,433,955.52	\$ 26,051,358.84	\$ 46,916,522.10

LIABILITIES AND FUND BALANCES

LIABILITIES:

Accounts Payable	\$ 239,023.39	\$ -	\$ -	\$ 239,023.39
Shareholders' Equity in Diocesan				
Investment Fund	8,945,092.74	1,493,080.65	-	10,438,173.39
Liability for Trust Accounts	-	85,598.46	-	85,598.46
Loans Payable - Other	33,150.43	-	232,021.00	265,171.43
Total Liabilities	9,217,266.56	1,578,679.11	232,021.00	11,027,966.67

FUND BALANCES:

Designated	1,213,941.18	6,495,925.85	-	7,709,867.03
Restricted	-	2,359,350.56	-	2,359,350.56
Real Estate	-	-	25,819,337.84	25,819,337.84
Total Fund Balances	1,213,941.18	8,855,276.41	25,819,337.84	35,888,555.43

**TOTAL LIABILITIES AND
FUND BALANCES**

\$ 10,431,207.74	\$ 10,433,955.52	\$ 26,051,358.84	\$46,916,522.10
-------------------------	-------------------------	-------------------------	------------------------

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia, Inc.
Statement of Support and Revenue, Expenses and
Changes in Fund Balance - Episcopal Church Basis

December 31, 1994

	Restricted Funds	Endowment Funds	Real Estate Funds	Total
SUPPORT AND REVENUE:				
DIF Investment Income	\$ 423,456.12	\$ 434,402.83	\$ -	\$ 857,858.95
Donations, Bequests and Other Support	-	430,886.10	-	430,886.10
Interest Income	14,389.15	36,421.53	480.30	51,290.98
Interest on Loans, Notes and Mortgages	75,467.98	-	-	75,467.98
Net Unrealized (Loss) on Investments	(317,773.95)	(355,412.51)	-	(673,186.46)
Total Support & Revenue	195,539.30	546,297.95	480.30	742,317.55
EXPENSES:				
Audit Fees	3,000.00	1,950.00	1,000.00	5,950.00
DIF Expenses	26,393.45	-	-	26,393.45
Trust Disbursements	-	54,798.98	-	54,798.98
	29,393.45	56,748.98	1,000.00	87,142.43
Excess of Support & Revenue Over Expenses	166,145.85	489,548.97	(519.70)	655,175.12
Less amounts allocable to non-diocesan congregations and institutions	(77,488.72)	27,871.49	-	(49,617.23)
Excess of Support & Revenue over amounts allocable to congregations and institutions	88,657.13	517,420.46	(519.70)	605,557.89
Fund Balances, beginning of year	1,150,863.05	8,875,872.65	30,242,637.06	40,269,372.76
Interfund Transfers & Transfers to Related Entity (Note 4)	(25,567.00)	(538,016.70)	25,579.00	(538,016.70)
Deduct: Missions which became Parishes	-	-	(958,079.00)	(958,079.00)
Increases in Value of Real Estate	-	-	1,447,555.48	1,447,555.48
Decrease in Diocesan House Value	-	-	(4,937,835.00)	(4,937,835.00)
Fund Balances, December 31, 1994	\$ 1,213,941.18	\$ 8,855,276.41	\$ 25,819,337.84	\$ 35,888,555.43

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia, Inc.
Statement of Cash Flows - Episcopal Church Basis
 December 31, 1994

	Restricted Funds	Endowment Funds	Real Estate Funds	Total
CASH FLOWS FROM OPERATING ACTIVITIES:				
DIF Investment Income	\$ 423,456.12	\$ 434,402.83	\$ -	\$ 857,858.95
Interest Received	91,917.95	36,421.53	448.30	128,787.78
Donations, Bequests & Other Support	-	389,120.43	-	389,120.43
Cash Paid to Auditor & Suppliers	(29,393.45)	(56,748.98)	(1,000.00)	(87,142.43)
Net Cash Provided by Operating Activities	485,980.62	803,195.81	(551.70)	1,288,624.73
CASH FLOWS FROM INVESTING ACTIVITIES:				
DIF Dividends Reinvested	-	(37,418.49)	-	(37,418.49)
Other DIF Purchases	-	(137,124.08)	-	(137,124.08)
Investments Purchased	(2,458,247.23)	-	-	(2,458,247.23)
Investments Sold	1,310,452.38	77,267.54	-	1,387,719.92
Loans Made	(144,503.64)	(30,000.00)	-	(174,503.64)
Collection of Real Estate Contract & Loans	194,097.63	577.60	4,797.95	199,473.18
Construction bond deposits	324,570.41	-	-	324,570.41
Net Cash Used in Investing Activities	(773,630.45)	(126,697.43)	4,797.95	(895,529.93)
CASH FLOWS FROM FINANCING ACTIVITIES:				
Cash from Investors & Loans	1,106,336.75	-	-	1,106,336.75
Shareholder Redemptions/Disbursements	(311,634.87)	-	-	(311,634.87)
Transfers (to) from Other Fund Groups	-	(189,463.43)	-	(189,463.43)
Dividend Paid	(436,423.02)	(393,242.48)	-	(829,665.50)
Net Cash Used by Financing Activities	358,278.86	(582,705.91)	0.00	(224,427.05)
Net Increase (Decrease) in Cash and Cash Equivalents	70,629.03	93,792.47	4,246.25	168,667.75
Cash & Cash Equivalents at Beginning of Year	1,329,249.48	191,392.12	13,956.84	1,534,598.44
Cash & Cash Equivalents at End of Year	\$ 1,399,878.51	\$ 285,184.59	\$ 18,203.09	\$ 1,703,266.19

Reconciliation of Excess of Support & Revenue Over Expenses
to Net Cash Provided by Operating Activities

Excess of Support & Revenue Over Expenses	\$ 166,145.85	\$ 489,548.97	\$ (519.70)	\$ 655,175.12
Adjustments to Reconcile Provided by:				
Decrease(Increase) in FMV of DIF	317,773.95	355,412.51	-	673,186.46
(Decrease)Increase in interest receivable	2,060.82	-	(32.00)	2,028.82
Noncash transactions	-	(41,765.67)	-	(41,765.67)
Net Cash From Operating Activities	\$ 485,980.62	\$ 803,195.81	\$ (551.70)	\$ 1,288,624.73

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia, Inc.
Notes to Financial Statements
December 31, 1994

NOTE 1 - GENERAL

The "Diocese of Olympia" is a diocese of the Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America. The Diocese includes all Episcopal churches and institutions in western Washington and is composed of two separate legal entities, the Diocese of Olympia, Inc. and the Diocese of Olympia (an unincorporated entity - see Note 4).

These financial statements are for the Diocese of Olympia, Inc. and do not include the related unincorporated entity (Note 4). The Diocese of Olympia, Inc.'s main source of support is gifts, loan interest and endowment income.

The Diocese has adopted a policy of investing excess cash through Seattle First National Bank. These investments in the Pacific Horizon Government Fund are a concentration of credit risk in U.S. Government securities. Invested balance at December 31, 1994 was \$1,192,664.20.

The Building Loan Fund was established in 1949 to make loans to churches to assist in financing new building projects and to make loans for small building repair and improvement projects. The interest rate charged by the fund is set annually.

The Mission Development Fund (MDF) was set up to purchase properties in areas where growth would necessitate establishment of a new mission. Loans made by the MDF are generally exempt from interest even after congregations have been organized.

The Real Estate Fund accounts for the value of the land and buildings held by the Diocese. The value of mission property is shown as a diocesan asset until the mission becomes a parish.

The Trust Fund holds the endowment funds of the Diocese of Olympia and other institutions of the Diocese for which the Diocese has been named trustee. The funds held are invested primarily in the James F. Hodges Diocesan Investment Fund.

The James F. Hodges Diocesan Investment Fund was organized in 1951 as a "mutual fund" for the endowments of the Diocese, parishes and related institutions. The fund balances the need for current income and growth in asset value to offset inflation by investing in a mixture of stocks and bonds. The securities are held in trust with Seattle First National Bank.

NOTE 2 - RELATIONSHIP TO OTHER DIOCESAN AUDITED FINANCIAL STATEMENTS

The Manual of Accounting Principles and Reporting Practices for Episcopal Diocese, Parishes and Missions allows for four basic types of funds: Operating, Restricted, Endowment, and Real Estate. The consolidated financial statements are prepared using these categories. The Diocese sometimes uses different terminology in its day-to-day operations. The following table is presented to enhance understandability when this financial statement is reviewed in conjunction with the individual Fund statements.

<u>Accounting Manual</u>	<u>Diocesan Funds</u>
Operating Fund (See Note 4)	Not part of the Diocese of Olympia, Inc.
Restricted Funds	Building Loan Fund Diocesan Investment Fund (Reduced by Assets held by Trust Fund)
Endowment Funds	Trust Funds
Real Estate Funds	Mission Development and Real Estate Fund

Diocese of Olympia, Inc.**Notes to Financial Statements****December 31, 1994****NOTE 3 - ACCOUNTING PRINCIPLES**

These financial statements have been prepared in accordance with principles authorized by the General Convention of the Episcopal Church. The principles follow generally accepted accounting principles except as explained below.

There are two acceptable methods of valuing marketable securities in the financial statements as authorized by the General Convention of the Episcopal Church. The Diocese of Olympia, Inc. has elected to use the market value.

Loans receivable and notes receivable are carried at the amount due as of December 31, 1994. Interest receivable has been accrued to December 31, 1994. The interest rate on Building Loan Funds was 6 5/8% at December 31, 1994.

Real estate is to be carried at cost when available and in the absence of historical cost, recorded at fair market value. Fair market value has been approximated using construction replacement cost estimates plus assessed value of land. These estimates are increased using a construction inflation cost index. New construction cost estimates are prepared on ten year cycles.

These values are used as the closest approximation of fair market value and are used except when noted otherwise. The values of Huston Center and St. Andrew's Conference Center do not include any land value. St. Bernard's Chapel occupies leased land. The value of mission property is shown as a diocesan asset until the mission becomes a parish. The value of mission properties has not been reduced by the amount of loans to missions discussed in Note 5. Diocesan House is valued per a market value appraisal dated January 12, 1995 and is a decrease of \$4,937,835 from the replacement cost estimate used at December 31, 1993.

The accounting principles of the Episcopal Church require expensing of capital improvements, furniture, fixtures, and equipment, and state that no depreciation is to be recognized on real estate.

The Diocese does not attempt to value donated services.

For purposes of the statement of cash flows, the company considers all highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents.

NOTE 4 - OPERATING FUND

The Operating Fund of the Diocese of Olympia is a separate unincorporated entity. The employees of the Operating Fund maintain the books and records of the Diocese of Olympia, Inc. at no charge. Transfers do not balance because of transfers to this related entity.

There are no employees of the Diocese of Olympia, Inc. and hence no pension expenses.

NOTE 5 - INTERFUND LOANS

The balance sheet does not reflect the interfund loans of \$2,781,172.00 from the Building Loan Fund to the real estate funds on the balance sheet.

Diocese of Olympia, Inc.**Notes to Financial Statements**

December 31, 1994

NOTE 6 - COMMITMENTS TO LOAN FUNDS

At December 31, 1994 the Diocese of Olympia, Inc. Building Loan Fund was committed to making loans to the following congregations.

	Total Commitment	Loan Balance 12/31/94	Commitment Not Yet Drawn On
Allyn, St. Hugh's	\$ 404,000.00	\$ -	\$ 404,000.00
Edmonds, St. Alban's	50,000.00	30,996.83	19,003.17
	<u>\$ 454,000.00</u>	<u>\$ 30,996.83</u>	<u>\$ 423,003.17</u>

NOTE 7 - LINES OF CREDIT

The Diocese also has a \$500,000 line of credit with U.S. Bank, which was initially established in August 29, 1991. There is no outstanding balance on the line, which has a final maturity of May 1, 1998.

NOTE 8 - RESTRICTED CASH

King County Development and Environmental Services Department has permitted the posting of cash bonds in lieu of an insurance bond in conjunction with the construction of St. Columba's Church, Kent. The church was completed in 1994 so all bonds have been released except the street escrow bond of \$1,435.58.

NOTE 9 - RELATED PARTY TRANSACTIONS

The Diocese of Olympia, Inc. has loaned the current bishop funds to purchase a principal residence. The balance of this loan at December 31, 1994 was \$410,878.92. In 1994, the Diocese loaned the bishop an additional \$30,000.

NOTE 10 - CONTINGENT LIABILITIES

A portion of the loans payable on the books is from the Episcopal Church Building Fund. The loans are recorded on the books as payments and flow through the Diocese even though the congregations to which the loans were made have primary responsibility for the repayment.

The Diocese of Olympia, Inc. has entered into an option/joint use agreement with the Corporation of the Catholic Archbishop of Seattle. The Diocese of Olympia signed the option agreement and note on June 27, 1990. The \$240,000 notes carries simple interest on \$144,000 at 8% per year. The note and interest are payable six years from the option date. If the joint use option is exercised, the note and interest are to be renegotiated. The option, including extensions, runs for ten years and a further extension is currently being negotiated.

The Diocese is a party to a loan to Good Shepherd, Vancouver that is due December 31, 1999.

The Diocese of Olympia, Inc. had decided prior to December 31, 1994, that a new roof was required on Diocesan House. The cost of approximately \$184,700 will be paid from the Grace Phillips Memorial Fund, to be repaid in turn by income received from the James F. Hodges Endowment for the Diocese.

Beail, Raines Gillespie & Gettmann*Certified Public Accountants*

Northgate Delta Building

9706 Fourth Avenue NE, #305

Seattle, WA 98115-2157

(206) 527-3000

INDEPENDENT AUDITOR'S REPORT**Diocese of Olympia - Operating Fund**

Seattle, Washington 98102

We have audited the balance sheets - Episcopal Church basis of the Diocese of Olympia - Operating Fund at December 31, 1994 and 1993, and the related statements of support and revenue and expenditures - Episcopal Church basis, statement of cash flows - Episcopal Church basis and the statements of receipts and disbursements for the miscellaneous reserve funds and the other reserve funds, for the year ended December 31, 1994. These financial statements are the responsibility of the diocesan management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audit in accordance with generally accepted auditing standards, Government Auditing Standards, issued by the Comptroller General of the United States, and the provisions of Office of Management and Budget Circular A-133, "Audits of Institutions of Higher Education and Other Nonprofit Organizations." Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material mis-statement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

As described in Note 2, the Diocese of Olympia - Operating Fund prepares its financial statements in accordance with principles authorized by the General Convention of the Episcopal Church. Accordingly, the financial statements are not intended to present the financial position and results of operations in conformity with generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly, in all material respects, the balance sheets of Diocese of Olympia - Operating Fund at December 31, 1994 and 1993, and the statements of support and revenue and expenditures, statement of cash flows, and the statements of receipts and disbursements for the miscellaneous reserve funds and the other reserve funds, for the year ended December 31, 1994, in accordance with principles authorized by the General Convention of the Episcopal Church.

Our audit was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The 1994 operating fund budget is presented for purposes of additional analysis but is marked "unaudited" as we express no opinion on it.

Beail, Raines Gillespie & Gettmann, PLLC

Seattle, Washington

June 9, 1995

Diocese of Olympia - Operating Fund Balance Sheets - Episcopal Church Basis

December 31, 1994 and 1993

ASSETS

	1994	1993	Increase (Decrease)
CASH:			
Checking Accounts & cash on hand	\$ 133,343.24	\$ 118,688.36	\$ 14,654.88
Cash equivalents	366,045.66	453,818.31	(87,772.65)
Total Cash	<u>499,388.90</u>	<u>572,506.67</u>	<u>(73,117.77)</u>
ACCOUNTS RECEIVABLE:			
Miscellaneous accounts	18,997.71	16,610.79	2,386.92
DIF income receivable	70,001.79	58,375.60	11,626.19
Assessments receivable	269,532.37	109,787.00	159,745.37
Less: Allowance for unpaid assessments	(269,532.37)	(109,787.00)	(159,745.37)
Insurance payments receivable	1,588.00	2,566.00	(978.00)
Vision and EAP receivable	-	1,497.60	(1,497.60)
Total accounts receivable	<u>90,587.50</u>	<u>79,049.99</u>	<u>11,537.51</u>
OTHER ASSETS:			
Prepaid expenses	29,523.82	22,758.41	6,765.41
Deposit - United Airlines	-	425.00	(425.00)
Total other assets	<u>29,523.82</u>	<u>23,183.41</u>	<u>6,340.41</u>
TOTAL ASSETS	<u><u>\$ 619,500.22</u></u>	<u><u>\$ 674,740.07</u></u>	<u><u>\$ (55,239.85)</u></u>

LIABILITIES AND FUND BALANCES

LIABILITIES:			
Accounts payable	\$ 24,627.88	\$ 41,491.33	\$ (16,863.45)
Sales tax liability	2,968.19	907.75	2,060.44
Prepaid conference reservations	26,227.00	19,729.00	6,498.00
Total Liabilities	<u>53,823.07</u>	<u>62,128.08</u>	<u>(8,305.01)</u>
FUND BALANCES:			
Restricted Fund Balance	44,740.64	-	44,740.64
Unrestricted Fund Balance	72,564.14	109,903.72	(37,339.58)
Special Purpose Funds:			
Employee insurance & T.S.A.	2,742.01	2,027.78	714.23
Working capital trust fund	23,410.40	23,410.40	-
Miscellaneous reserve funds	140,695.68	207,901.84	(67,206.16)
Other reserve funds	281,524.28	269,368.25	12,156.03
Total Fund Balances	<u>565,677.15</u>	<u>612,611.99</u>	<u>(46,934.84)</u>
TOTAL LIABILITIES & FUND BALANCES	<u><u>\$ 619,500.22</u></u>	<u><u>\$ 674,740.07</u></u>	<u><u>\$ (55,239.85)</u></u>

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia - Operating Fund**Statement of Support and Revenue and Expenditures - Episcopal Church Basis**

For the Year Ended December 31, 1994

	1994 Unaudited Budget	1994 Actual	Variance (Over)Under Budget
SUPPORT AND REVENUE:			
Assessment of Congregations	\$ 2,568,251.00	\$ 2,509,752.82	\$ 58,498.18
Prior Year Assessments	6,000.00	44,210.37	(38,210.37)
DIF & Endowment Income			
Unrestricted	55,201.00	55,045.64	155.36
Restricted (Note 5)	468,542.00	436,776.58	31,765.42
Transfers	30,000.00	24,753.02	5,246.98
Grants	6,180.00	5,496.53	683.47
Bank Interest	3,500.00	15,301.83	(11,801.83)
Huston Center	293,240.00	297,622.77	(4,382.77)
St. Andrew's House	67,700.00	65,390.00	2,310.00
Youth, Print Shop & Miscellaneous	70,700.00	67,137.35	3,562.65
Total Support and Revenue	<u>3,569,314.00</u>	<u>3,521,486.91</u>	<u>47,827.09</u>
EXPENDITURES:			
UNITY			
Office of the Bishop			
Bishop	111,434.00	110,286.79	1,147.21
Administrative Assistant	46,524.00	46,154.95	369.05
Office Expense	7,500.00	8,771.57	(1,271.57)
Auto Reserve	12,000.00	11,746.27	253.73
Travel	11,800.00	7,319.17	4,480.83
Episcopal Expense	11,700.00	14,399.32	(2,699.32)
Theological Education Grants	19,556.00	19,804.97	(248.97)
Clergy Emergency Grants	11,840.00	16,452.74	(4,612.74)
Christensen Grants	6,238.00	6,000.00	238.00
Episcopal Assistance	1,250.00	1,375.00	(125.00)
Consecration Reserve	15,000.00	15,000.00	0.00
	<u>254,842.00</u>	<u>257,310.78</u>	<u>(2,468.78)</u>
Office of the Provost			
Provost	83,595.00	83,595.31	(0.31)
Administrative Assistant	38,707.00	38,418.81	288.19
Office Expense	3,400.00	2,534.30	865.70
Travel & Discretionary	7,000.00	6,175.47	824.53
	<u>132,702.00</u>	<u>130,723.89</u>	<u>1,978.11</u>
Communications			
Communications Officer	51,039.00	50,996.39	42.61
Office Expense	3,950.00	5,312.91	(1,362.91)
Travel	3,000.00	1,996.48	1,003.52
The Voice	51,000.00	48,320.61	2,679.39
Program Expense	13,300.00	11,820.89	1,479.11
	<u>122,289.00</u>	<u>118,447.28</u>	<u>3,841.72</u>

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia - Operating Fund
Statement of Support and Revenue and Expenditures - Episcopal Church Basis

For the Year Ended December 31, 1994

	1994 Unaudited Budget	1994 Actual	Variance (Over)Under Budget
EXPENDITURES (continued):			
UNITY (continued)			
Governing Bodies			
Recording Secretary	29,492.00	28,530.08	961.92
Office Expense	3,500.00	2,805.89	694.11
Convention	20,500.00	18,465.81	2,034.19
Diocesan Council	4,425.00	4,521.11	(96.11)
Standing Committee	900.00	1,102.59	(202.59)
Board of Directors	2,400.00	1,495.26	904.74
Convocations	600.00	2.75	597.25
Journal of Convention	4,000.00	4,079.35	(79.35)
Audit Expense	7,500.00	7,500.00	0.00
Legal Expense	1,000.00	1,010.00	(10.00)
	<u>74,317.00</u>	<u>69,512.84</u>	<u>4,804.16</u>
Diocesan House			
Receptionist	29,213.00	29,152.27	60.73
C.S. Coordinator	32,857.00	27,500.86	5,356.14
Printer	32,576.00	32,442.75	133.25
Print Shop	10,300.00	13,895.82	(3,595.82)
Custodian	23,621.00	23,529.89	91.11
Custodian Assistant	1,500.00	1,493.83	6.17
Office Supplies & Printing	4,200.00	4,084.33	115.67
Postage	5,000.00	2,077.30	2,922.70
Mail Delivery/Misc. Mileage	1,700.00	1,579.72	120.28
Staff Travel	600.00	425.50	174.50
Hospitality	2,500.00	2,706.14	(206.14)
Telephone	30,900.00	26,940.01	3,959.99
Equipment	14,800.00	14,740.73	59.27
Utilities	13,500.00	12,438.06	1,061.94
Maintenance Supplies	11,500.00	11,732.84	(232.84)
Property Insurance	10,500.00	9,922.99	577.01
Capital Reserve Expense	15,146.00	11,496.29	3,649.71
	<u>240,413.00</u>	<u>226,159.33</u>	<u>14,253.67</u>
Archives	26,975.00	26,626.68	348.32
St. Mark's Subsidy	65,556.00	65,216.70	339.30
St. Andrew's House Operations	81,630.00	77,622.20	4,007.80
Huston Center Operations	320,278.00	322,173.36	(1,895.36)
Horn Projects	21,748.00	15,671.90	6,076.10
Loan Payments - Interfund	21,749.00	4,517.54	17,231.46
St. Bernard's Chapel	804.00	1,182.33	(378.33)
	<u>538,740</u>	<u>513,010.71</u>	<u>25,729.30</u>
TOTAL UNITY	<u>1,363,303.00</u>	<u>1,315,164.83</u>	<u>48,138.17</u>

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia - Operating Fund**Statement of Support and Revenue and Expenditures - Episcopal Church Basis**

For the Year Ended December 31, 1994

	1994 Unaudited Budget	1994 Actual	Variance (Over) Under Budget
EXPENDITURES (continued):			
EVANGELISM			
University of Washington	\$ 15,000.00	\$ 15,000.00	\$ 0.00
Other Colleges/Universities	1,000.00	200.00	800.00
Refugee Resettlement	10,000.00	10,000.00	0.00
Seattle Waterfront	24,433.00	26,572.54	(2,139.54)
TV Eucharist	9,000.00	8,851.92	148.08
Evangelism Training			
Office & Printing	2,000.00	835.39	1,164.61
Travel	3,000.00	1,920.08	1,079.92
Program/Training/Conference	5,000.00	6,341.56	(1,341.56)
TOTAL EVANGELISM	69,433.00	69,721.49	(288.49)
NURTURE OF MINISTRY			
Congregation & Ministry Development			
Canon	\$ 64,223.00	\$ 64,125.74	\$ 97.26
Administrative Assistant	16,049.00	16,021.72	27.28
Office Expense	4,500.00	2,885.93	1,614.07
Travel & Discretionary	6,000.00	6,639.38	(639.38)
Consultant Training	3,500.00	3,239.94	260.06
Resource & Leadership Training	4,000.00	4,107.70	(107.70)
	<u>98,272.00</u>	<u>97,020.41</u>	<u>1,251.59</u>
Resource Center			
Librarian	30,611.00	30,601.26	9.74
Office Expense & Postage	1,550.00	1,538.98	11.02
Travel	1,550.00	1,346.25	203.75
Acquisitions	10,290.00	9,135.58	1,154.42
	<u>44,001.00</u>	<u>42,622.07</u>	<u>1,378.93</u>
Commission on Faith Development			
Coordinator	52,975.00	52,682.44	292.56
Program Assistant	30,550.00	30,497.49	52.51
Office Expense	9,550.00	7,489.90	2,060.10
Travel & Discretionary	3,800.00	3,592.42	207.58
Program/Conferences	46,300.00	40,078.05	6,221.95
Education for Ministry	1,500.00	1,500.00	0.00
Resource & Leadership Training	2,550.00	0.00	2,550.00
	<u>147,225.00</u>	<u>135,840.30</u>	<u>11,384.70</u>
Commission on Ministry			
Ministry Discernment	1,500.00	1,255.04	244.96
Clergy Residency	4,500.00	4,151.32	348.68
Pastoral Care	595.00	0.00	595.00
	<u>2,000.00</u>	<u>0.00</u>	<u>2,000.00</u>

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia - Operating Fund
Statement of Support and Revenue and Expenditures - Episcopal Church Basis

For the Year Ended December 31, 1994

	1994 Unaudited Budget	1994 Actual	Variance (Over)Under Budget
EXPENDITURES (continued):			
NURTURE OF MINISTRY (continued)			
Misconduct Training/Rehab/Education	\$ 25,000.00	\$ 24,758.80	\$ 241.20
School of Theology			
Dean	28,963.00	28,540.13	422.87
Expenses	17,500.00	20,374.66	(2,874.66)
Altar Guild Triennial	2,000.00	771.92	1,228.08
Camp Michael	300.00	300.00	0.00
Liturgy & Music Commission	3,000.00	116.63	2,883.37
Architecture Committee	950.00	161.73	788.27
Ohter Commissions/Volunteer Expenses	4,000.00	3,870.87	129.13
Medicare Supplement	72,300.00	72,300.39	(0.39)
Benefits Reserve	10,027.00	10,027.03	(0.03)
	<u>172,635.00</u>	<u>166,628.52</u>	<u>6,006.48</u>
TOTAL NURTURE OF MINISTRY	<u>462,133.00</u>	<u>442,111.30</u>	<u>20,021.70</u>
STEWARDSHIP & DEVELOPMENT			
Stewardship Education			
Stewardship Training	6,100.00	6,710.34	(610.34)
Stewardship/Dev. Officers	62,601.00	62,498.61	102.39
Part-Time Secretary	13,723.00	13,698.67	24.33
Consultant	24,000.00	6,527.16	17,472.84
Consultant Expenses	2,500.00	2,703.30	(203.30)
Office Expense	3,000.00	6,853.73	(3,853.73)
Travel & Discretionary	4,900.00	4,541.51	358.49
Brochure & Video	20,000.00	24,132.08	(4,132.08)
Cultivation Events	10,000.00	2,417.97	7,582.03
	<u>146,824.00</u>	<u>130,083.37</u>	<u>16,740.63</u>
Planned Giving			
Planned Giving Officer	35,505.00	33,964.34	1,540.66
Planned Giving Secretary	13,723.00	13,698.55	24.45
Consultant Fees	8,200.00	10,481.19	(2,281.19)
Office Expense	4,000.00	4,863.59	(863.59)
Travel & Discretionary	6,700.00	7,650.53	(950.53)
Program Expenses	6,250.00	2,477.87	3,772.13
	<u>74,378.00</u>	<u>73,136.07</u>	<u>1,241.93</u>
Treasurer's Office			
Treasurer	500.00	499.00	1.00
Comptroller	54,921.00	53,771.80	1,149.20
Insurance Secretary	42,788.00	42,071.62	716.38
Office Expense	6,550.00	7,715.09	(1,165.09)
Travel	1,650.00	1,660.78	(10.78)
Insurance Office Expense	4,600.00	4,328.35	271.65
Insurance Travel	2,400.00	2,104.87	295.13
	<u>113,409.00</u>	<u>112,151.51</u>	<u>1,257.49</u>

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia - Operating Fund
Statement of Support and Revenue and Expenditures - Episcopal Church Basis

For the Year Ended December 31, 1994

	1994 Unaudited Budget	1994 Actual	Variance (Over)Under Budget
EXPENDITURES (continued):			
STEWARDSHIP & DEVELOPMENT (continued)			
Insurance			
Commercial Bond	\$ 3,800.00	\$ 3,574.00	\$ 226.00
Non-owned Auto Liability	4,079.00	4,079.00	0.00
Directors & Officers Liability	2,380.00	2,380.00	0.00
Public Liability	79,000.00	78,655.10	344.90
Excess Liability	7,000.00	4,880.00	2,120.00
	<u>96,259.00</u>	<u>93,568.10</u>	<u>2,690.90</u>
TOTAL STEWARDSHIP & DEV.	<u>430,870.00</u>	<u>408,939.05</u>	<u>21,930.95</u>
CHURCH IN THE WORLD			
National Church Apportionment	466,000.00	465,999.96	0.04
General Convention Assistance	33,481.00	33,480.96	0.04
General Convention Reserve	6,000.00	6,000.00	0.00
Province VIII			
Quota/Program	15,264.00	15,264.00	0.00
Meeting Expense	3,000.00	2,860.37	139.63
CCMD	6,000.00	6,000.00	0.00
Lambeth Conference Reserve	600.00	600.00	0.00
Ecumenical & Interfaith			
Wash. Association of Churches	10,500.00	10,500.00	0.00
Other Program Expenses	1,500.00	1,499.97	0.03
Tacoma Waterfront	500.00	500.00	0.00
Vancouver Waterfront	500.00	500.00	0.00
Human Needs			
Missioner	20,000.00	20,000.00	0.00
Office Expense	500.00	139.80	360.20
Travel	1,500.00	1,195.41	304.59
Racism Committee	1,900.00	2,356.04	(456.04)
Program	12,350.00	12,563.21	(213.21)
Multi Cultural Ministry	100.00	97.39	2.61
TOTAL CHURCH IN THE WORLD	<u>579,695.00</u>	<u>579,557.11</u>	<u>137.89</u>
MISSION DEVELOPMENT & SUPPORT			
Office of the Archdeacon			
Archdeacon	66,876.00	69,293.90	(2,417.90)
Secretary	16,049.00	16,021.62	27.38
Office Expense	3,561.00	2,611.77	949.23
Travel & Discretionary	6,224.00	6,223.92	0.08
Missioners			
Twin Harbor Mission	12,000.00	11,263.35	736.65
Overlake Missioner	63,084.00	59,734.63	3,349.37

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia - Operating Fund
Statement of Support and Revenue and Expenditures - Episcopal Church Basis

For the Year Ended December 31, 1994

	1994 Unaudited Budget	1994 Actual	Variance (Over)Under Budget
EXPENDITURES (continued):			
MISSION DEVELOPMENT & SUPPORT (continued)			
Comm. on Diocesan Congregations			
Office Expense	\$ 1,00.00	\$ 1,221.39	\$ (221.39)
Grants	492,683.00	489,842.86	2,840.14
TOTAL MISSION DEV. & SUPPORT	<u>661,477.00</u>	<u>656,213.44</u>	<u>5,263.56</u>
NEW PROGRAM	<u>2,403.00</u>	<u>2,403.00</u>	<u>0.00</u>
TOTAL PROGRAM BUDGET	<u>\$ 3,569,314.00</u>	<u>\$ 3,474,110.22</u>	<u>\$ 95,203.78</u>
EXCESS(DEFICIT) OF SUPPORT AND REVENUE OVER EXPENDITURES	<u>\$ 0.00</u>	<u>\$ 47,376.69</u>	<u>\$ (47,376.69)</u>
NONBUDGET FUNDS			
RECEIPTS			
Miscellaneous Reserve Funds		588,942.62	
Other Reserve Funds		1,049,280.58	
Other Special Purpose Funds		150,924.77	
		<u>1,789,147.97</u>	
DISBURSEMENTS			
Miscellaneous Reserve Funds		(669,467.30)	
Other Reserve Funds		(1,237,338.55)	
Other Special Purpose Funds		(150,210.54)	
1993 Program Budget Balance		(84,716.27)	
		<u>(2,141,732.66)</u>	
TRANSFERS (NET)			
Miscellaneous Reserve Funds		13,318.52	
Other Reserve Funds		200,214.00	
Unexpended Restricted Revenue		44,740.64	
		<u>258,273.16</u>	
NET CHANGE ALL FUNDS		<u>\$ (46,934.84)</u>	

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia - Operating Fund
Statement of Cash Flows - Episcopal Church Basis

For the Years Ended December 31, 1994 and 1993

	1994	1993
CASH FLOWS FROM OPERATING ACTIVITIES:		
Assessment of Congregations	\$ 2,553,963.19	\$ 2,375,965.28
Donations, bequests and other support	928,582.38	989,235.18
Interest received	15,301.83	7,444.80
Unbudgeted receipts	1,789,147.97	1,240,521.08
Cash paid to employees, vendors & Nat. church	(3,476,653.64)	(3,240,465.31)
Transfers (to) from other fund groups	258,273.16	110,834.70
Unbudgeted disbursements	<u>(2,141,732.66)</u>	<u>(1,221,820.84)</u>
Net cash provided by operating activities	<u>(73,117.77)</u>	<u>261,714.89</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Investments sold	<u>0.00</u>	<u>0.00</u>
Net cash (used) provided in investing activities	<u>0.00</u>	<u>0.00</u>
CASH FLOWS FROM FINANCING ACTIVITIES:		
Net cash provided by financing activities	<u>0.00</u>	<u>0.00</u>
Net increase in cash and cash equivalents	(73,117.77)	261,714.89
Cash and cash equivalents at beginning of year	<u>572,506.67</u>	<u>310,791.78</u>
Cash and cash equivalents at end of year	<u><u>499,388.90</u></u>	<u><u>572,506.67</u></u>

Reconciliation of excess of support and revenue over expenses to net cash provided by operating activities:

Excess(Deficit) of Support & Revenue Over Expenses	47,376.69	84,573.34
Adjustments to reconcile provided by:		
(Increase)Decrease in Accounts Receivable	(23,639.51)	46,659.80
(Increase)Decrease in Other Assets	5,761.59	(613.07)
Increase(Decrease) in Accounts Payable	(8,305.01)	1,559.88
Nonbudgeted income	2,047,421.13	1,351,355.78
Nonbudgeted disbursements	<u>(2,141,732.66)</u>	<u>(1,221,820.84)</u>
Net cash from operating activities	<u>\$ (73,117.77)</u>	<u>\$ 261,714.89</u>

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia - Operating Fund
Miscellaneous Reserve Funds
Statement of Receipts and Disbursements

For the Year Ended December 31, 1994

	Fund Balance 12-31-93	Receipts	Disbursements	Transfers	Fund Balance 12-31-94
Lambeth Meetings Reserve Fund	\$ 5,193.54	\$ 0.00	\$ 0.00	\$ 600.00	\$ 5,793.54
Bishop's Auto Replacement Fund	11,734.00	0.00	0.00	5,400.00	17,134.00
Bishop's Discretionary Fund	17,443.04	33,908.37	38,227.35	0.00	13,124.06
Capital Repairs Diocesan House	16,051.12	0.00	0.00	0.00	16,051.12
General Convention Deps. Reserve	(2,694.20)	0.00	0.00	3,708.01	1,013.81
HFJ Contracts	0.00	107,526.15	111,566.74	0.00	(4,040.59)
HFJ Grants	5,653.91	13,488.69	16,036.47	0.00	3,106.13
Huston Center Reserve	9,416.95	7,863.66	2,983.60	0.00	14,297.01
Hispanic Ministry	(184.09)	47,924.60	47,452.75	0.00	287.76
Legal Fees Reserve	0.00	6,665.09	0.00	0.00	6,665.09
New Equipment Reserve	32,542.50	1,148.42	21,919.00	8,789.83	20,561.75
Phillips Maintenance Fund	0.00	0.00	24,140.00	0.00	(24,140.00)
Risk Management	1,165.09	0.00	0.00	(1,165.09)	0.00
St. Andrew's House Deferred Maint.	20,313.10	2,964.74	20,804.86	0.00	2,472.98
Theological Ed. Offerings	0.00	50.00	50.00	0.00	0.00
Refugee Programs	91,266.88	341,470.29	360,353.92	(4,014.23)	68,369.02
Presiding Bishop's Fund-World Relief	0.00	18,854.51	18,854.51	0.00	0.00
United Thank Offering	0.00	4,460.56	4,460.56	0.00	0.00
CSMO	0.00	2,617.54	2,617.54	0.00	0.00
Total Miscellaneous Reserve Funds	\$ 207,901.84	\$ 588,942.62	\$ 669,467.30	\$ 13,318.52	\$ 140,695.68

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia - Operating Fund**Statement of Receipts and Disbursements****Other Reserve Funds**

For the Year Ended December 31, 1994

	Fund Balance 12-31-93	Receipts	Disbursements	Transfers	Fund Balance 12-31-94
Asian American Ministries	\$ 405.28	\$ 0.00	\$ 0.00	\$ 0.00	\$ 405.28
Cursillo Working Deposit	215.51	0.00	823.94	1,000.00	391.57
Camp Scholarship Fund	1,132.94	5,501.02	5,727.92	0.00	906.04
Chinese Ministry	1,550.96	0.00	0.00	0.00	1,550.96
Diocesan School of Theology	12,536.75	16,995.00	23,958.62	0.00	5,573.13
Speakers' Bureau - DSOT	0.00	1,496.61	0.00	0.00	1,496.61
Direct Feeding/Servant Fund	781.26	0.00	0.00	0.00	781.26
Episcopal Churchwomen	(202.16)	4,003.45	3,572.50	0.00	228.79
Insurance Administration Fees	11,846.82	10,423.48	1,089.28	0.00	21,181.02
World Vision Project	0.00	4,000.00	3,112.34	0.00	887.66
Wiconi United Way Grant	0.00	5,535.27	137.85	0.00	5,397.42
Lutheran Episcopal Conference	208.11	0.00	208.11	0.00	0.00
Maritime Ministry	15,395.01	16,000.00	18,000.00	0.00	13,395.01
Ministry Forward	0.00	416.48	0.00	0.00	416.48
Native American Task Force	592.21	374.50	462.60	0.00	504.11
Petty Cash	1,950.00	0.00	0.00	0.00	1,950.00
Refugee Checking Account	15,909.06	0.00	115,689.39	120,000.00	20,219.67
Prison ministry Campaign	63,312.93	0.00	63,312.93	0.00	0.00
TV Eucharist	121.00	0.00	0.00	0.00	121.00
Youth Scholarship Fund	4,897.57	2,719.34	0.00	0.00	7,616.91
Faith Development Program	15,498.63	33,044.98	23,166.45	(813.00)	24,564.16
Camp Deposits	0.00	89,827.67	89,802.67	0.00	25.00
Centennial Project	151.45	3,592.71	203.73	0.00	3,540.43
Audio-Visual Reserve	1,485.81	576.00	681.44	0.00	1,380.37
Capital Fire Claim	56,914.70	0.00	0.00	0.00	56,914.70
Restricted Funds Suspense	14,181.08	19,495.96	32,001.88	0.00	1,675.16
Mortgage Assistance Reserve	0.00	0.00	0.00	50,000.00	50,000.00
Christian Initiation Suspense	815.04	4.55	0.00	0.00	819.59
Miscellaneous Clearing	49,612.87	694,993.73	720,460.42	0.00	24,146.18
Episcopal Charities	1,249.37	87,906.50	85,483.77	0.00	3,672.10
Maritime Suspense (Contrib Box)	0.00	475.00	0.00	0.00	475.00
Staff Transition Reserve	0.00	0.00	0.00	30,027.00	30,027.00
Salary Reduction Suspense	(378.16)	26,704.09	26,166.82	0.00	159.11
Liturgy & Music Suspense	1,215.93	11,746.56	9,903.49	0.00	3,059.00
Leadership Skills Institute	(2,031.72)	13,447.68	13,372.40	0.00	(1,956.44)
Total Other Reserve Funds	\$ 269,368.25	\$ 1,049,280.58	\$ 1,237,338.55	\$ 200,214.00	\$ 281,524.28

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia - Operating Fund
Notes to Financial Statements
December 31, 1994

NOTE 1 - GENERAL

The Diocese of Olympia is a diocese of the Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America. The Diocese includes all Episcopal churches in western Washington.

The Diocese's main source of support is assessments levied on its congregations. The assessments are a function of the congregation's revenue in the second prior year. The congregation revenues are related to the size and vitality of the congregation and the state of the economy generally in the region.

The Diocese regularly has cash in excess of federally insured limits with its bank. This and the assessments discussed above represent concentrations of credit risk.

NOTE 2 - ACCOUNTING

These financial statements have been prepared in accordance with principles authorized by the General Convention of the Episcopal Church. The principles direct the use of the accrual basis of accounting. No depreciation is recognized and equipment is expensed in the year of purchase. No value is assigned to donated services and donated materials are negligible. Assessment income is effectively on the cash basis as the allowance for doubtful accounts equals assessments receivable.

The Diocese is the conduit for a number of grants from the Presiding Bishop for such purposes as refugee resettlement. These funds are treated as expended by the Diocese when disbursed even though the grant recipient has subsequent accounting and reporting responsibilities.

The Diocese has not accrued any liability for compensated absences as the figures are not readily ascertainable. It is the policy of the Diocese to pay five percent of accumulated sick leave up to \$500.00 to any employee leaving the employment of the Diocese, except those terminated for cause.

None of the miscellaneous reserve funds or other reserve funds represent restricted funds. The Diocese does receive grants with restrictions but they are invariably expended for the restricted purpose within the year.

The Altar Guild Fund, Episcopal Church Women, and the Diocesan Student Memorial Fund are considered to be independent entities and are not included in these financial statements.

Fund raising expenditures by the stewardship and planned giving office are budgeted under the caption "Stewardship & Development."

For purposes of the statement of cash flows, the Diocese considers all highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents.

NOTE 3 - UNBUDGETED REVENUE & EXPENDITURES

Included in the cash flows from operating activities are unbudgeted revenue and expenditures of the special purpose funds of the operating account group. These special purpose funds are listed in detail on pages ten and eleven.

Special purpose funds receive revenue from outside sources, budgeted amounts or from other fund groups. The funds are all dedicated, but changes in dedicated purposes are rare. More common is a name change to reflect evolution of the use of the fund. The activities of the Diocese acting as a fiscal agent under government contracts are included in these funds.

Diocese of Olympia - Operating Fund

Notes to Financial Statements

December 31, 1994

NOTE 4 - RELATED ORGANIZATION

The Diocese of Olympia - Operating Fund contains the operating budget and the special purpose funds (as noted) of the Diocese of Olympia.

The fund groupings known as Trust Funds, Building Loan, Mission Development and Real Estate Fund, and the James F. Hodges Diocesan Investment Fund (DIF) are reported separately. These funds are part of the Diocese of Olympia, Inc., a separate incorporated entity. The Endowment and Other Income reported on the Statement of Support and Revenue and Expenditures in part reflects income from assets held by the Trust Fund.

The other funds are not allocated any of the common expenses incurred and paid from the operating budget. Transfers do not balance as they include transfers made to funds of the Diocese of Olympia, Inc.

NOTE 5 - TRUST FUNDS

The Diocese of Olympia Operating Fund is the beneficiary of several trust funds held by the related entity discussed in Note 4. Income from this source is captioned DIF income. A portion of this income represents restricted funds which are expended annually as part of the budget.

The Diocese is also the beneficiary of several trusts held for the benefit of the Diocese by financial institutions. In 1994 the largest of these, the Sophia Henry Trust, provided \$45,729.30 in income to the operating fund.

NOTE 6 - PENSIONS

The clergy are covered under a plan administered by the Church Pension Fund. All full and part time clergy employed by the Diocese have 18 percent of compensation, including housing allowance if applicable, paid to the Church Pension Fund. For the third and fourth quarters of 1994 and continuing for the first two quarters of 1995 the Church Pension Fund has waived three-quarters of the normal contribution. The impact of this one time premium waiver was to reduce the Diocese's contribution by \$22,100.07 for 1994.

Lay employees are covered under IRC Section 403(b), Annuity Retirement Plan. Employees are eligible to participate after two consecutive 1,000-hour service years. Employees are 100% vested after five (5) years.

The diocesan contribution is at five (5) percent of prior year's salary plus up to an additional 4 percent match of voluntary employee contributions. Contributions were made as follows:

	<u>1994</u>
Clergy	\$ 37,807.60
Lay employees	50,893.75
	<u>\$ 88,764.35</u>

Neither plan guarantees any specific benefit, so no unfunded liabilities exist. Because it is a church, the Diocese is not subject to ERISA requirements.

The policy of the Diocese is to pay for medigap health insurance coverage for retired clergy and lay employees and their spouses who are over the age of 65, who meet eligibility requirements of 5 years full time employment immediately prior to retirement at ages 62 or over.

NOTE 8 - CONTINGENT LIABILITIES

No liabilities that relate to the mission congregations of the Diocese are reflected. The Diocese could be held to be a responsible party until the mission becomes a parish.

The Diocese is an agent for the Church Insurance Company and collects and remits medical premiums for institutions of the Diocese.

Beail, Raines Gillespie & Gettmann

Certified Public Accountants
Northgate Delta Building
9706 Fourth Avenue NE, #305
Seattle, WA 98115-2157
(206) 527-3000

INDEPENDENT AUDITOR'S REPORT

Diocese of Olympia, Inc.
Building Loan Fund
Mission Development and Real Estate Funds
Seattle, Washington 98102

We have audited the accompanying balance sheet - Episcopal Church basis of the Diocese of Olympia, Inc. - Building Loan Fund, Mission Development and Real Estate Funds as of December 31, 1994, and the related statement of support, revenue and expenses, and changes in fund balance - Episcopal Church basis, and the statement of cash flows - Episcopal Church basis for the year then ended. These financial statements are the responsibility of the diocesan management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material mis-statement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

As described in Note 4, the financial statements are being presented in accordance with principles authorized by the General Convention of the Episcopal Church which is a comprehensive basis of accounting other than generally accepted accounting principles and are only for the Building Loan Fund, Mission Development and Real Estate Funds referred to above and do not include the assets, liabilities and fund balances and the support, revenue, and expenses of the Diocese of Olympia, Inc. that are recorded in its Trust Accounts, and the James F. Hodges Diocesan Investment Fund. Accordingly, the accompanying financial statements are not intended to present the financial position of the Diocese of Olympia, Inc. as of December 31, 1994, or its results of operations for the year then ended in conformity with generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly, in all material respects, the balance sheet of Diocese of Olympia, Inc. - Building Loan Fund, Mission Development and Real Estate Funds as of December 31, 1994, and the statements of support, revenue and expenses, and cash flows, for the year then ended, in accordance with the principles authorized by the General Convention of the Episcopal Church.

Our audit was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The schedule of loans receivable is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

As discussed in Note 4 to the financial statements, real estate totaling \$25,866,523.00 has been valued at appraised value and at estimated fair market value or approximate replacement cost by using construction replacement cost estimates plus assessed value of land. We have reviewed the procedure applied in valuation and have inspected the underlying documentation, and in the circumstances, we believe the procedures reasonable and the documentation appropriate. Because of the inherent uncertainty of valuation of church real estate, fair market value may differ significantly from the approach used, and the differences could be material.

Beail, Raines Gillespie & Gettmann, PLLC
Seattle, Washington
May 15, 1995

Diocese of Olympia, Inc.
Building Loan Fund, Mission Development and Real Estate Funds
Balance Sheet - Episcopal Church Basis
December 31, 1994

ASSETS

	Building Loan Fund	Mission Develop. Fund	Real Estate Fund	Interfund Eliminations	Total 12-31-94
CASH:					
Checking	\$ 15,810.89	\$ 26.48	\$ 0.00	\$ 0.00	\$ 15,837.37
Savings	600,309.48	18,176.61	0.00	0.00	618,486.09
Temporarily restricted cash	1,435.58	0.00	0.00	0.00	1,435.58
TOTAL CASH	617,555.95	18,203.09	0.00	0.00	635,759.04
RECEIVABLES:					
Advances on sites for missions	0.00	993,038.91	0.00	(837,539.00)	155,499.91
Note receivable WWU	0.00	11,071.84	0.00	0.00	11,071.84
Loans receivable	2,564,337.39	0.00	0.00	(1,943,633.00)	620,704.39
Interest receivable	8,831.27	61.00	0.00	0.00	8,892.27
TOTAL RECEIVABLES	2,573,168.66	1,004,171.75	0.00	(2,781,172.00)	796,168.41
REAL ESTATE:					
Real estate	0.00	0.00	25,866,523.00	0.00	25,866,523.00
TOTAL REAL ESTATE	0.00	0.00	25,866,523.00	0.00	25,866,523.00
TOTAL ASSETS	\$ 3,190,724.61	\$ 1,022,374.84	\$ 25,866,523.00	\$ (2,781,172.00)	\$ 27,298,450.45

LIABILITIES AND FUND BALANCES

LIABILITIES:					
Loans - Building Loan Fund	\$ 0.00	\$ 0.00	\$ 1,943,633.00	\$ (1,943,633.00)	\$ 0.00
Episcopal Church Building Fund/Other	33,150.43	0.00	232,021.00	0.00	265,171.43
Mission Development Fund	0.00	0.00	837,539.00	(837,539.00)	0.00
TOTAL LIABILITIES	33,150.43	0.00	3,013,193.00	(2,781,172.00)	265,171.43
FUND BALANCES:					
Mission Development Fund	0.00	1,022,374.84	0.00	(837,539.00)	184,835.84
Building Loan Fund Balance	3,157,574.18	0.00	0.00	(1,943,633.00)	1,213,941.18
Real Estate Fund Balance	0.00	0.00	22,853,330.00	2,781,172.00	25,634,502.00
TOTAL FUND BALANCES	3,157,574.18	1,022,374.84	22,853,330.00	0.00	27,033,279.02
TOTAL LIABILITIES AND FUND BALANCES	\$ 3,190,724.61	\$ 1,022,374.84	\$ 25,866,523.00	\$ (2,781,172.00)	\$ 27,298,450.45

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia, Inc.

**Building Loan Fund, Mission Development and Real Estate Funds
Statement of Support, Revenue and Expenses,
and Changes in Fund Balances - Episcopal Church Basis**

For the Year Ended December 31, 1994

	Building Loan Fund	Mission Development Fund	Real Estate Fund	Total
SUPPORT AND REVENUE:				
Interest on loans	\$ 75,467.98	\$ 0.00	\$ 0.00	\$ 75,467.98
Interest income	14,389.15	480.30	0.00	14,869.45
Bequests	0.00	0.00	0.00	0.00
Total Support and Revenue	89,857.13	480.30	0.00	90,337.43
EXPENSES:				
Audit fees	1,200.00	1,000.00	0.00	2,200.00
Miscellaneous	0.00	0.00	0.00	0.00
Total Expenses	1,200.00	1,000.00	0.00	2,200.00
Excess of Support and Revenue Over Expenses	88,657.13	(519.70)	0.00	88,137.43
Fund Balance, January 1, 1994	1,150,863.05	183,749.06	30,058,888.00	31,393,500.11
Transfers				
Decrease in MDF Loans	0.00	1,606.48	(1,606.48)	0.00
Decrease in BLF Loans	(25,579.00)	0.00	25,579.00	0.00
Missions that became Parishes	0.00	0.00	(958,079.00)	(958,079.00)
Decrease in Diocesan House Value (Note 4)	0.00	0.00	(4,937,835.00)	(4,937,835.00)
Add: Increase in value	0.00	0.00	1,447,555.48	1,447,555.48
Fund Balance, December 31, 1994	\$ 1,213,941.18	\$ 184,835.84	\$ 25,634,502.00	\$ 27,033,279.02

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia, Inc.**Building Loan Fund, Mission Development and Real Estate Funds
Statement of Cash Flows - Episcopal Church Basis**

For the Year Ended December 31, 1994

	Building Loan Fund	Mission Development Fund	Real Estate Fund	Total
CASH FLOWS FROM OPERATING ACTIVITIES:				
Interest income	\$ 91,917.95	\$ 448.30	\$ 0.00	\$ 92,366.25
Cash paid to service suppliers	(1,200.00)	(1,000.00)	0.00	(2,200.00)
Net cash provided by operating activities	<u>90,717.95</u>	<u>(551.70)</u>	<u>0.00</u>	<u>90,166.25</u>
CASH FLOWS FROM INVESTING ACTIVITIES:				
Loan payments collected from diocesan institutions	194,097.63	1,106.57	0.00	195,204.20
Loans made to diocesan institutions	(144,503.64)	0.00	0.00	(144,503.64)
Construction bond deposits	324,570.41	0.00	0.00	324,570.41
Collection of real estate contracts receivable	0.00	3,691.38	0.00	3,691.38
Net cash provided (used) by investing activities	<u>374,164.40</u>	<u>4,797.95</u>	<u>0.00</u>	<u>378,962.35</u>
CASH FLOW FROM FINANCING ACTIVITIES:				
	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Net Increase (Decrease) in Cash and Cash Equivalents	<u>464,882.35</u>	<u>4,246.25</u>	<u>0.00</u>	<u>469,128.60</u>
Cash and Cash Equivalents at Beginning of Year	<u>151,238.02</u>	<u>13,956.84</u>	<u>0.00</u>	<u>165,194.86</u>
Cash and Cash Equivalents at End of Year	<u>\$ 616,120.37</u>	<u>\$ 18,203.09</u>	<u>\$ 0.00</u>	<u>\$ 634,323.46</u>

**RECONCILIATION OF EXCESS OF SUPPORT AND REVENUE OVER
EXPENSES TO NET CASH PROVIDED BY OPERATING ACTIVITIES**

Excess of support & revenue over expenses	\$ 88,657.13	\$ (519.70)	\$ 0.00	\$ 88,137.43
Adjustments to reconcile provided by:				
(Increase) decrease in interest receivable	<u>2,060.82</u>	<u>(32.00)</u>	<u>0.00</u>	<u>2,028.82</u>
Net cash from operating activities	<u>\$ 90,717.95</u>	<u>\$ (551.70)</u>	<u>\$ 0.00</u>	<u>\$ 90,166.25</u>

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia, Inc.
Building Loan Fund
Loans Receivable

December 31, 1994 and 1993

	1994	1993	Increase (Decrease)
PARISHES AND MISSIONS:			
Allyn - St. Hugh's	\$ (2,513.45)	\$ 0.00	\$ (2,513.45)
Cathlamet - St. James'	0.00	7,012.23	(7,012.23)
Cathlamet - St. James'	54,928.36	22,985.42	31,942.94
Des Moines - St. Columba's	1,094,374.98	1,069,319.63	25,055.35
Edmonds - St. Alban's	30,996.83	0.00	30,996.83
Federal Way - Good Shepherd #2	68,130.14	83,782.43	(15,652.29)
Freeland - St. Augustine's	5,648.41	7,057.84	(1,409.43)
Kirkland - St. John's	0.00	7,440.40	(7,440.40)
Lacey - St. Benedict's	325,394.31	351,149.26	(25,754.95)
Mill Creek - St. Francis'	17,500.00	0.00	17,500.00
Monroe - Our Saviour	55,811.30	58,576.57	(2,765.27)
Redmond - Holy Cross #1	176,005.62	200,106.95	(24,101.33)
Seattle - St. Paul #2	742.07	2,861.37	(2,119.30)
Sequim - St. Luke's	306,028.81	361,479.17	(55,450.36)
Tacoma - Holy Family of Jesus	18,958.94	20,849.01	(1,890.07)
Thomas-St. James' School #2-ECBF*	20,841.80	27,134.96	(6,293.16)
Thomas-St. James' School #3-ECBF*	12,308.63	14,680.38	(2,371.75)
Vancouver - All Saints'	377,367.49	385,235.06	(7,867.57)
Westport - St. Christopher's	1,813.24	2,925.61	(1,112.37)
Total loans receivable - Parishes and Missions	<u>\$ 2,564,337.39</u>	<u>\$ 2,622,596.29</u>	<u>\$ (58,258.90)</u>

*Episcopal Church Building Fund

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia, Inc.**Building Loan Fund, Mission Development and Real Estate Funds****Notes to Financial Statement****December 31, 1994****NOTE 1 - GENERAL**

The Diocese of Olympia, Inc. is comprised of all Episcopal parishes, missions and other institutions in western Washington. It is a diocese of the Protestant Episcopal Church in the United States.

Building Loan Fund (BLF) was established in 1949 to make loans to churches to assist in financing new building projects and to make loans for small building repair and improvement projects. Repayment terms vary and remaining maturities range from 1 to 18 years. Effective January 1, 1993 the Board of Directors adopted a policy of annual changes in the interest rate charged to diocesan institutions. The rate will be set at the One-Year Treasury Constant Maturities Index rounded up to the eighth of a point plus three percent. For 1994 the rates were set at 6 5/8% for parishes and 5 1/8% for missions. In addition, a 2% cap on interest increases per year was adopted.

Because of the anticipated need for funds in the future (see Note 9), the BLF adopted, on January 21, 1993, an interest rate incentive program to encourage faster principal repayment. In exchange for each year of loan term reduction the BLF will reduce the interest rate on the loan by 4/10 of 1%. In addition, there are other limitations imposed on this voluntary program.

The Mission Development Fund (MDF) was set up to purchase properties in areas where growth would necessitate the establishment of a new mission. Advances made by the MDF are generally exempt from interest and current principal repayment even after congregations have been organized.

In February 1994, the Board of Directors authorized that the Bolling funds be designated for emergency repairs and other small projects totaling \$50,000 or less. These loans are to be repaid within seven years.

The Real Estate Fund holds the land and buildings owned by the Diocese. See Note 4 for an explanation of how these assets are accounted for. The value of missions property is shown as a diocesan asset until the mission becomes a parish.

In 1992 The Fund adopted a policy of investing excess cash thru Seafirst Bank using its Horizon Treasury Fund. This investment is a concentration of credit risk in U.S. Government securities. Invested balance at December 31, 1994 was \$618,486.09.

NOTE 2 - COMPONENT ORGANIZATION

The Diocese of Olympia, Inc. - Building Loan Fund, Mission Development and Real Estate Funds contains the mission sites, building loans and real estate of the Diocese of Olympia, Inc.

NOTE 3 - RELATED ENTITY

The other fund groupings known as Trust Fund, and the James F. Hodges Diocesan Investment Fund (DIF) are reported separately.

The Diocese of Olympia (an unincorporated entity) contains the operating fund and special purpose funds of the Diocese. Employees of this related entity maintain the books and records of the Building Loan Fund, Mission Development and Real Estate Funds at no charge to this fund. The routine maintenance of Diocesan House, Huston Center and St. Andrew's House are part of the Operating Fund budget.

NOTE 4 - ACCOUNTING PRINCIPLES

These financial statements have been prepared in accordance with principles authorized by the General Convention of the Episcopal Church. The principles follow generally accepted accounting principles except as explained below.

Diocese of Olympia, Inc.
Building Loan Fund, Mission Development and Real Estate Funds
Notes to Financial Statement
December 31, 1994

NOTE 4 - ACCOUNTING PRINCIPLES (continued)

Real estate is to be carried at cost when available and in the absence of historical cost, at the most current fair market value. Fair market value has been approximated using construction replacement cost estimates plus the assessed value of land less the amount of any outside commercial loans (see Note 11). The estimates are increased using a construction inflation cost index. New construction cost estimates are prepared on ten year cycles. These values are used as the closest approximation of fair market value and are used below except when noted otherwise. The values of Huston Conference Center and St. Andrew's Conference Center do not include any land value. St. Bernard's Chapel occupies leased land. Diocesan House is valued per a market value appraisal dated January 12, 1995 and is a decrease of \$4,937,835 from the replacement cost estimate used at December 31, 1993.

	<u>12-31-94</u>
Diocesan House (Per 1/12/95 Appraisal)	\$ 2,500,000.
Huston Conference Center	2,089,659.
St. Andrew's House	614,120.
Mission Property - Buildings	17,215,899.
Mission Property - Land	3,136,360.
Chapel	<u>310,485.</u>
Total	<u>\$ 25,866,523.</u>

The accounting principles of the Episcopal Church require expensing of furniture, fixtures, and equipment and state that no depreciation is to be recognized on real estate.

Loans receivable and notes receivable are carried at the amount due as of December 31, 1994 and 1993. Interest receivable has been accrued to December 31, 1994. Interest is not charged on construction loans until five years after construction is completed.

The Diocese uses the specific writeoff method of bad debts. The Diocese does not attempt to value donated services.

When a mission becomes a parish the value of its real estate and any related loans are removed from the Diocesan Real Estate Fund.

For purposes of the statement of cash flows, the company considers all highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents. Temporarily restricted cash is not considered a cash equivalent.

NOTE 5 - CONSOLIDATION

Real estate owned by the Diocese is reflected at replacement cost as explained in Note 4. The loans from the Mission Development Fund and Building Loan Fund have been eliminated and fund balances reduced. Loans eliminated can be summarized as follows:

Building Loan Fund	\$ 1,943,633.00
Mission Development Fund	837,539.00
	<u>\$ 2,781,172.00</u>

NOTE 6 - TEMPORARILY RESTRICTED FUNDS

The King County Development and Environmental Services Department has permitted the posting of cash bonds in lieu of an insurance bond in conjunction with the construction of St. Columba's Church, Des Moines. The bonds are released after all aspects of each are in compliance. The church was completed in early 1994 and all bonds, except for the street escrow bond of \$1,435.58 were released during 1994.

Diocese of Olympia, Inc.

Building Loan Fund, Mission Development and Real Estate Funds

Notes to Financial Statement

December 31, 1994

NOTE 7 - CONSTRUCTION OF BUILDINGS

For missions of the Diocese, diocesan policy is that all construction payments are made by the Building Loan Fund (BLF) and then reimbursed by the congregations. For example, for the 1994 construction program at St. James' - Cathlamet, all payments are made by the Building Loan Fund. These expenditures are not reflected in the financial statements except to the extent that amounts advanced have not been reimbursed, or cash held not expended.

NOTE 8 - COMMITMENTS TO LOAN FUNDS

At December 31, 1994 the Diocese of Olympia, Inc. Building Loan Fund was committed to making loans to the following congregations:

	Total <u>Commitment</u>	Loan Balance <u>12/31/94</u>	Commitment Not Yet <u>Drawn On</u>
Allyn, St. Hugh's	\$ 404,000.00	\$ 0.00	\$ 404,000.00
Edmonds, St. Alban's	50,000.00	30,996.83	19,003.17
	<u>\$ 454,000.00</u>	<u>\$ 30,996.83</u>	<u>\$ 423,003.17</u>

NOTE 9 - LINE OF CREDIT

The Diocese also has a \$500,000 line of credit with U.S. Bank, which was initially established in August 29, 1991. There is no outstanding balance on the line, which has a final maturity of May 1, 1998. This line had not been drawn on at December 31, 1994.

NOTE 10 - ST. COLUMBA'S OPTION

The Diocese of Olympia, Inc. has entered into an option/joint use agreement with the Corporation of the Catholic Archbishop of Seattle. The Diocese of Olympia signed the option agreement and note on June 27, 1990. The \$240,000 note carries simple interest on \$144,000 at 8% per year. The note and interest are payable six years from the option date. If the joint use option is exercised, the note and interest are to be renegotiated. The option including extensions runs for ten years and a further extension is currently being negotiated.

NOTE 11 - CONTINGENT LIABILITIES

The Episcopal Church Foundation Loans are recorded on the books of the Building Loan Fund because the Diocese has guaranteed the loans. The loans are the responsibility of the congregations to which they have been made. The corresponding loan receivable from the congregation is shown as an asset.

In 1992 a private party purchased the Good Shepherd, Vancouver loan for \$214,715.00. The Diocese is party to this note, which is due December 31, 1999.

No liabilities that relate to the mission congregations of the Diocese are reflected. The Diocese could be held to be a responsible party until the mission becomes a parish.

Beil, Raines Gillespie & Gettmann

Certified Public Accountants
Northgate Delta Building
9706 Fourth Avenue NE, #305
Seattle, WA 98115-2157
(206) 527-3000

INDEPENDENT AUDITOR'S REPORT

Diocese of Olympia, Inc.
Trust Accounts
Seattle, Washington 98102

We have audited the accompanying balance sheets - Episcopal Church basis for the Diocese of Olympia, Inc. - Trust Accounts at December 31, 1994 and 1993, and the related statements of support and revenue, expenses and disbursements and fund balance - Episcopal Church basis, and the statement of cash flows - Episcopal Church basis for the years then ended. These financial statements are the responsibility of diocesan management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

As described in Note 2, the financial statements are presented in accordance with accounting principles authorized by the General Convention of the Episcopal Church which is a comprehensive basis of accounting other than GAAP and are only for the Trust Accounts referred to above and do not include the assets, liabilities and fund balances and the support, revenue, and expenses of the Diocese of Olympia, Inc. that are recorded in its Building Loan, Mission Development & Read Estate Fund, and the James F. Hodges Diocesan Investment Fund. Accordingly, the accompanying financial statements are not intended to present the financial position of the Diocese of Olympia, Inc. as of December 31, 1994, or its results of operations for the year then ended in conformity with generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly, in all material respects, the balance sheets of the Diocese of Olympia, Inc. - Trust Accounts at December 31, 1994 and 1993, and the statements of support and revenue, and expenses and fund balance, and the statement of cash flows, for the years then ended, in accordance with the principles authorized by the General Convention of the Episcopal Church.

Our audit was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The schedules of receipts and disbursements and of changes in fund balances are presented for purpose of additional analysis and are not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the examination of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Beil, Raines Gillespie & Gettmann, PLLC

Seattle, Washington
August 25, 1995

Diocese of Olympia, Inc. - Trust Accounts**Balance Sheets - Episcopal Church Basis**

December 31, 1994 and 1993

	1994	1993
ASSETS		
Cash:		
Demand deposits	\$ 20,957.52	\$ 78,135.96
Savings accounts	264,227.07	113,256.16
Total Cash	285,184.59	191,392.12
Loans receivable	476,754.59	411,456.52
Securities and investments	9,672,016.34	9,924,263.82
TOTAL ASSETS	\$ 10,433,955.52	\$ 10,527,112.46
LIABILITIES AND FUND BALANCES		
Cash trusts for Congregations		
Clayton Beish Memorial for Clark County	5,692.17	5,441.30
Florence Henry Memorial Chapel Fund	584.08	925.05
Seaview, St. Peter's - Glenn Bequest	578.90	553.39
Peter Schwindt Trust for St. Paul's Bremerton	78,743.31	78,135.96
Total Cash Trusts for Congregations	85,598.46	85,055.70
Securities & investments in trust for congregations and other institutions:		
Florence Henry Memorial Chapel Fund	21,861.22	21,654.63
Seattle, St. Mark's - Hodges Endowment	570,389.34	591,588.27
Bainbridge, St. Barnabas' - Hodges Endowment	108,814.62	112,858.77
St. Paul's, Palm Desert, CA - Hodges Endowment	74,935.81	77,720.88
Seaview, St. Peter's - Johnson Bequest	502,200.54	545,582.39
Kent, St. James' - Arney Memorial	20,013.48	26,216.50
Kent, St. James' - Endowment	25,277.06	20,757.30
Redmond, Good Samaritan - Microsoft	5,868.00	0.00
Annie Wright School	163,720.58	169,805.37
Total Securities for Congregations & Institutions	1,493,080.65	1,566,184.11
TOTAL LIABILITIES	1,578,679.11	1,651,239.81
FUND BALANCES		
Cash Trusts for Diocese:		
Clergy Emergency Trust Fund	7,917.69	7,568.74
Development Advance Fund	67,896.00	29,574.43
Episcopal Charities Appeal	13,068.26	7,979.75
Episcopal Residence Loan	410,878.92	411,456.52
Ruth & Jacques Hayes Memorial Trust	1,188.68	723.50
Campaign - unrestricted	5,890.00	0.00
Campaign - Huston Center	1,000.00	0.00
Hodges Income Account	50,631.15	19,092.08
Huston Center, Horn Trust Income	8,473.77	8,100.31
Huston Discretionary Account, Horn Trust	18,301.45	11,371.59
St. Andrew's House Endowment Cash Trust	335.72	320.92
Charles G. McDonald Scholarship Fund	0.00	(115.88)
Salary/Sick Leave Contractual Obligation	6,857.20	6,554.98
Snoqualmie, St. Bernard's Chapel	2,939.75	2,810.19
Theological Education Fund	15,086.46	12,355.81
Total Cash Trusts for Diocese	610,465.05	517,792.94

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia, Inc. - Trust Accounts**Balance Sheets - Episcopal Church Basis**

December 31, 1994 and 1993

	1994	1993
FUND BALANCES (continued)		
Securities and investments in trust for Diocese:		
Capital Campaign	\$ 10,602.27	\$ 7,969.15
Centennial Project	7,514.69	7,378.11
Chinese Ministry Reserve	65,530.68	64,997.26
Norton Clapp Gift	103,246.97	107,084.24
David Devik Memorial	5,185.83	5,378.56
Bishop Curtis Camp Scholarship	36,994.85	37,099.62
Episcopate Endowment Fund #1	2,342,725.92	2,429,795.06
Episcopate Endowment Fund #2	1,333,062.42	1,382,606.64
Episcopal House Fund	88,414.35	64,605.30
Episcopal Search Reserve	61,640.80	47,689.06
Canon Jessett Memorial	6,884.82	7,140.69
Grace L. Philips Memorial Fund	345,908.27	358,764.25
Munroe/Noel Endowment: St. Andrew's House	166,278.87	134,571.41
Thanksgiving & Memorial Fund	3,923.70	4,069.52
Clergy Emergency Fund	270,412.43	280,462.54
College Work Endowment	165,777.37	171,938.60
Development Office Endowment	95,095.17	1,312.92
Christenson Bequest	142,461.50	147,756.21
Sophie Henry Trust	521,971.41	541,370.87
Horn Memorial for Camp Huston	1,007,858.22	1,040,633.60
Hansen Fund	1,031.11	0.00
Pruden Fund	13,573.26	14,077.72
Diocesan Working Capital Trust Fund	160,013.75	165,960.77
Charles G. McDonald Scholarship Fund	8,145.39	8,448.12
James McConnell Scholarship Fund	9,297.44	9,221.76
Mission Ministry Endowment	107,033.52	110,252.06
St. Bernard's Chapel Fund: Moffett Gift	17,396.26	18,042.80
Theological Education Fund	447,015.60	463,629.27
Hodges Endowment for Diocese	699,814.49	725,823.60
Total Securities and Investments for Diocese	8,244,811.36	8,358,079.71
TOTAL FUND BALANCES	8,855,276.41	8,875,872.65
TOTAL LIABILITIES AND FUND BALANCES	\$ 10,433,955.52	\$ 10,527,112.46

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia, Inc. - Trust Accounts
Statement of Support and Revenue, Expenses and Disbursements,
and Fund Balances - Episcopal Church Basis

For the Years Ended December 31, 1994 and 1993

	1994	1993	Increase (Decrease)
SUPPORT AND REVENUE:			
Dividends earned from D.I.F.	\$ 434,402.83	\$ 423,411.29	\$ 10,991.54
Interest Income	36,421.53	30,224.54	6,196.99
Donations, bequests & other support	430,886.10	799,024.42	(368,138.32)
Unrealized net gain (loss) on investments	(355,412.51)	52,623.38	(408,035.89)
Total Support and Revenue	546,297.95	1,305,283.63	(758,985.68)
EXPENSES AND DISBURSEMENTS:			
Audit fee	1,950.00	1,925.00	25.00
Capital improvements, repairs and other designated disbursements	54,798.98	16,629.11	38,169.87
Total Expenses and Disbursements	56,748.98	18,554.11	38,194.87
Excess (deficiency) of support and revenue Over expenses and disbursements	489,548.97	1,286,729.52	(797,180.55)
Less amounts allocable to non-diocesan congregations and institutions	27,871.49	(144,197.46)	172,068.95
Excess of support and revenue allocable to Fund Balances	517,420.46	1,142,532.06	(625,111.60)
Fund balances at December 31, 1993 & 1992	8,875,872.65	8,588,886.29	286,986.36
Funds available	9,393,293.11	9,731,418.35	(338,125.24)
Transfers (to) from other funds	(189,463.43)	(530,068.20)	340,604.77
Transfer of DIF dividends to other funds	(348,553.27)	(325,477.50)	(23,075.77)
Fund balances at December 31, 1994 & 1993	8,855,276.41	8,875,872.65	(20,596.24)

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia, Inc. - Trust Accounts
Statement of Cash Flows - Episcopal Church Basis
For the Years Ended December 31, 1994 and 1993

	1994	1993
CASH FLOWS FROM OPERATING ACTIVITIES:		
DIF investment income	\$ 434,402.83	\$ 423,411.29
Interest received	36,421.53	30,224.54
Donations, bequests and other support	389,120.43	799,024.42
Cash paid to auditor and suppliers	(1,950.00)	(1,925.00)
Capital improvements, repairs and other	(54,798.98)	(16,629.11)
Net cash provided by operating activities	<u>803,195.81</u>	<u>1,234,106.14</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
DIF dividends reinvested	(37,418.49)	(12,875.59)
Other DIF purchases	(137,124.08)	(612,711.17)
Loans made	(30,000.00)	0.00
Principal paid on loan receivable	577.60	75.93
DIF investments sold	77,267.54	400,111.31
Net cash used in investing activities	<u>(126,697.43)</u>	<u>(225,399.52)</u>
CASH FLOW FROM FINANCING ACTIVITIES:		
Transfers (to) from other fund groups	(189,463.43)	(530,068.20)
DIF dividends distributed	(393,242.48)	(391,856.78)
Net cash provided by financing activities	<u>(582,705.91)</u>	<u>(921,924.98)</u>
Net increase (decrease) in cash and cash equivalents	93,792.47	86,781.64
Cash and cash equivalents at beginning of year	<u>191,392.12</u>	<u>104,610.48</u>
Cash and cash equivalents at end of year	<u>\$ 285,184.59</u>	<u>\$ 191,392.12</u>
Reconciliation of excess of support and revenue over expenses to net cash provided by operating activities:		
Excess of support and revenue over expenses	\$ 489,548.97	\$ 1,286,729.52
Adjustments to reconcile provided by:		
Receipt of Microsoft stock	(5,890.00)	0.00
Recording of St. Andrew's House advance	(35,865.67)	0.00
Net unrealized (gain) loss on investments	355,412.51	(52,623.38)
Net cash from operating activities	<u>\$ 803,195.81</u>	<u>\$ 1,234,106.14</u>

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia, Inc.
Trust Accounts
Notes to Financial Statement
December 31, 1994 and 1993

NOTE 1 - GENERAL

The Diocese of Olympia, Inc. is comprised of all Episcopal parishes, missions and other institutions in western Washington. It is a diocese of the Protestant Episcopal Church in the United States.

The Trust Accounts hold the endowment funds for the Diocese of Olympia and other institutions of the Diocese for which the Diocese has been named trustee. The funds are predominantly invested in the James F. Hodges Diocesan Investment Fund.

Income earned by trust assets for the Diocese is usually transferred to the Operating Fund where it is subject to the budgetary process.

NOTE 2 - ACCOUNTING

These financial statements have been prepared in accordance with principles authorized by the General Convention of the Episcopal Church. The principles follow generally accepted accounting principles except as explained below.

The accounting principles of the Episcopal Church require expensing of furniture, fixtures, and equipment and state that no depreciation is to be recognized on real estate.

Transfers do not add to zero because of transfers to other fund groups (Note 3) and the related entity (Note 4).

The Diocese does not attempt to value donated services. In an effort to enhance understandability, fund balances have been recategorized from prior years.

For purposes of the statement of cash flows, the Diocese considers all highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents.

NOTE 3 - COMPONENT ORGANIZATION

The Diocese of Olympia, Inc. - Trust Accounts contains designated and restricted funds (as noted) of the Diocese of Olympia, Inc., and funds that have been given to the Diocese as a trustee for congregations.

The fund groupings known as Building Loan, Mission Development and Real Estate Fund, and the James F. Hodges Diocesan Investment Fund are reported separately. The Hodges Investment Fund uses the trust checking account to pay its quarterly dividends and handle redemptions and investments, but only the amounts attributable to trusts held by the Diocese are reflected in the financial statements.

The Trust Accounts are not allocated any of the common expenses incurred and paid from the Diocese of Olympia - Operating Fund (an unincorporated related entity).

NOTE 4 - RELATED ENTITY

The Diocese of Olympia (an unincorporated entity) contains the operating fund and special purpose funds of the Diocese. Employees of this related entity maintain the books and records of the Trust Accounts at no charge to this fund.

NOTE 5 - SECURITIES VALUATION

There are two acceptable methods of valuing marketable securities in the financial statements as authorized by the General Convention of the Episcopal Church. The Diocese of Olympia, Inc. - Trust Accounts has elected to use the market value except where otherwise noted.

Diocese of Olympia, Inc.
Trust Accounts
Notes to Financial Statement
December 31, 1994 and 1993

NOTE 6 - RELATED PARTY TRANSACTIONS

The Diocese of Olympia, Inc. has loaned the current bishop funds to purchase a principal residence. The balance of this loan at December 31, 1994 was \$410,878.92. Interest and principal repaid on the loan is paid directly to the Episcopal House Fund in the Diocesan Investment Fund. In 1994, the Diocese loaned the bishop an additional \$30,000.

NOTE 7 - SECURITIES AND INVESTMENTS

Securities and investments consist of the following:

	<u>December 31</u>	
	<u>1994</u>	<u>1993</u>
Diocesan Investment Fund	<u>\$ 9,666,148.34</u>	<u>\$ 9,924,263.82</u>

The Diocesan Investment Fund is a mutual type fund, open exclusively to the Diocese and its institutions. The fund has balanced growth and income as its investment objective.

NOTE 8 - COMMITMENTS

The Diocese of Olympia, Inc. had decided prior to December 31, 1994, that a new roof was required on Diocesan House. The cost of approximately \$184,700 will be paid from the Grace Phillips Memorial Fund, to be repaid in turn by income received from the James F. Hodges Endowment for the Diocese.

Beail, Raines Gillespie & Gettmann

Certified Public Accountants
Northgate Delta Building
9706 Fourth Avenue NE, #305
Seattle, WA 98115-2157
(206) 527-3000

INDEPENDENT AUDITOR'S REPORT

Diocese of Olympia, Inc.
The James F. Hodges Diocesan Investment Fund
Seattle, Washington 98102

We have audited the statements of assets and liabilities of the Diocese of Olympia, Inc. - The James F. Hodges Diocesan Investment Fund at December 31, 1994 and 1993, and the related statements of operations and changes in net assets for the years then ended. These financial statements are the responsibility of diocesan management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

As described in Note 3, the Diocese of Olympia, Inc. - The James F. Hodges Diocesan Investment Fund's policy is to prepare its financial statements on a basis that is in accordance with principles authorized by the General Convention of the Episcopal Church. Accordingly, the accompanying financial statements are not intended to present the financial position and results of operations in conformity with generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly, in all material respects, the statements of assets and liabilities of Diocese of Olympia, Inc. - The James F. Hodges Diocesan Investment Fund at December 31, 1994 and 1993, and the statement of operations and changes in net assets for the years then ended, in accordance with the principles authorized by the General Convention of the Episcopal Church.

Our audit was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The Schedule of Investments is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Beail, Raines Gillespie & Gettmann, PLLC

Seattle, Washington
April 20, 1995

Diocese of Olympia, Inc.
The James F. Hodges Diocesan Investment Fund
Statements of Assets and Liabilities

December 31, 1994 and 1993

	1994	1993	Increase (Decrease)
ASSETS			
Cash:			
Principal	\$ 0.00	\$ 0.00	\$ 0.00
Cash for purchase in transit	395,063.79	173,766.70	221,297.09
Total Cash	395,063.79	173,766.70	221,297.09
Income receivable	180,351.79	156,563.43	23,788.36
Investments (at market value):			
Stocks	12,237,297.63	11,518,414.51	718,883.12
Bonds, notes and other	5,648,856.91	5,916,920.00	(268,063.09)
Cash equivalents	388,694.35	1,004,244.76	(615,550.41)
Total Investments	18,274,848.89	18,439,579.27	(164,730.38)
 TOTAL ASSETS	 18,850,264.47	 18,769,909.40	 80,355.07
LIABILITIES:			
Share redemptions payable	239,023.39	63,612.19	175,411.20
Total Liabilities	239,023.39	63,612.19	175,411.20
 NET ASSETS	 \$ 18,611,241.08	 \$ 18,706,297.21	 \$ (95,056.13)

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia, Inc.
The James F. Hodges Diocesan Investment Fund
Statements of Operations

December 31, 1994 and 1993

	1994	1993	Increase (Decrease)
Investment Income:			
Dividends and interest	\$ 857,858.95	\$ 789,349.58	\$ 68,509.37
Expenses:			
Printing	294.27	500.59	(206.32)
Agency fee	25,574.68	25,546.20	28.48
Board miscellaneous expense	524.50	533.79	(9.29)
Audit	1,800.00	1,770.00	30.00
Total Expenses	28,193.45	28,350.58	(157.13)
Excess investment income over expenses	829,665.50	760,999.00	68,666.50
Realized Gain and Unrealized Appreciation on Investments:			
Net investment gains realized	462,130.65	386,354.23	75,776.42
Net unrealized appreciation (depreciation) on investments	(1,135,317.11)	(283,440.65)	(851,876.46)
Net Gain (Loss) on Investments	(673,186.46)	102,913.58	(776,100.04)
Net Increase in Net Assets Resulting From Operations	\$ 156,479.04	\$ 863,912.58	\$ (707,433.54)

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia, Inc.
The James F. Hodges Diocesan Investment Fund
Statements of Changes in Net Assets
For the Years Ended December 31, 1994 and 1993

	1994	1993
Operations:		
Net investment income	\$ 829,665.50	\$ 760,999.00
Net realized gain on investments	462,130.65	386,354.23
Net unrealized appreciation (depreciation) on investments	(1,135,317.11)	(283,440.65)
Net increase in net assets resulting from operations	156,479.04	863,912.58
 Dividends and Distributions paid to Shareholders:		
Dividends from net investment income	(829,665.50)	(760,999.00)
 Capital Share Transactions:		
Shareholder purchases & dividends reinvested	1,142,421.94	1,636,228.83
Shareholder redemptions	(564,291.61)	(910,811.16)
Net increase (decrease) in net assets resulting from capital share transactions	578,130.33	725,417.67
 Total increase (decrease) in net assets	(95,056.13)	828,331.25
 Net Assets:		
Net Assets - January 1	18,706,297.21	17,877,965.96
Net Assets - December 31	18,611,241.08	18,706,297.21

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia, Inc.
The James F. Hodges Diocesan Investment Fund
Schedule of Investments
 December 31, 1994

Schedule 1

	<u>Number of Shares</u>	<u>Market Value</u>
STOCKS:		
AT&T	4,000	\$ 201,000.00
Albertson, Inc.	17,000	493,000.00
Amoco Corp.	8,400	496,650.00
Atlantic Richfield	3,000	305,250.00
BankAmerica Corporation	8,448	333,696.00
Boeing	12,000	564,000.00
Burlington Resources, Inc.	11,729	410,515.00
Conagra, Inc.	15,750	492,187.50
Cyprus Minerals Company	11,275	294,559.38
Eastman Kodak	7,400	353,350.00
Enron Corp.	13,800	420,900.00
Gatx Corporation	5,284	232,496.00
Johnson & Johnson	7,000	383,250.00
Merck & Company	12,200	465,125.00
Microsoft	10,700	654,037.50
Motorola, Inc.	6,000	348,000.00
Nordstrom, Inc.	14,000	588,000.00
Paccar, Inc.	10,952	484,626.00
Pacific Corp.	15,000	271,875.00
Penny JC, Inc.	5,500	245,437.50
Phillip Morris, Inc.	9,000	517,500.00
Safeco Corporation	12,580	654,160.00
SCE Corp.	12,000	175,500.00
Southwestern Bell Corporation	7,500	302,812.50
Union Pacific	9,400	426,525.00
U.S. West	11,070	394,368.75
Warner Lambert Co.	4,600	354,200.00
Washington Federal Savings & Loan	23,058	400,632.75
Washington Mutual Savings Bank	23,250	392,343.75
Weyerhaeuser Co.	15,000	562,500.00
Mesa Offshore Trust	100,000	18,800.00
TOTAL STOCKS		\$ 12,237,297.63

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia, Inc.
The James F. Hodges Diocesan Investment Fund
Schedule of Investments

December 31, 1994

Schedule 2

	<u>Rate of Interest</u>	<u>Maturity</u>	<u>Face Value</u>	<u>Market Value</u>
<u>Bonds, Notes and Other</u>				
Pacific Horizon Government Fund	Variable	n/a	388,694.35	\$ 388,694.35
Safeco Corporation	10.750	09-15-95	200,000	204,686.00
U.S. Treasury Notes	7.625	12-31-94	100,000	99,938.00
U.S. Treasury Notes	7.750	02-15-95	500,000	501,250.00
U.S. Treasury Notes	10.375	05-15-95	500,000	507,030.00
U.S. Treasury Notes	8.500	11-15-95	100,000	101,063.00
U.S. Treasury Notes	7.875	06-30-96	500,000	502,345.00
U.S. Treasury Notes	6.125	07-31-96	114,000	111,542.16
U.S. Treasury Notes	8.000	01-15-97	500,000	502,655.00
U.S. Treasury Notes	6.500	05-15-97	112,000	108,920.00
U.S. Treasury Notes	8.125	02-15-98	400,000	403,252.00
U.S. Treasury Notes	7.875	04-15-98	500,000	500,470.00
U.S. Treasury Notes	9.250	08-15-98	600,000	625,878.00
U.S. Treasury Notes	9.125	05-15-99	300,000	313,782.00
U.S. Treasury Notes	8.500	11-15-2000	175,000	180,468.75
U.S. Treasury Notes	8.000	05-15-01	200,000	201,626.00
U.S. Treasury Notes	7.500	05-15-02	200,000	196,312.00
U.S. Treasury Notes	6.250	02-15-03	650,000	587,639.00
Total Bonds, Notes and Other				<u>\$ 6,037,551.26</u>

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia, Inc.
The James F. Hodges Diocesan Investment Fund
Schedule of Investments
 December 31, 1993

Schedule 1

	Number of Shares	Market Value
STOCKS:		
Albertson, Inc.	24,000	\$ 642,000.00
Amoco Corp.	8,400	444,150.00
Atlantic Richfield	3,000	315,750.00
BankAmerica Corporation	8,448	391,776.00
Boeing	12,000	519,000.00
Burlington Resources, Inc.	11,729	497,016.38
Conagra, Inc.	15,750	415,406.25
Cyprus Minerals Company	11,275	291,740.63
Eastman Kodak	4,000	225,000.00
Enron Corp.	13,800	400,200.00
Gatx Corporation	5,284	215,323.00
Merck & Company	9,500	362,562.50
Microsoft	8,850	713,531.25
Nordstrom, Inc.	14,000	462,000.00
Paccar, Inc.	9,524	583,345.00
Pacific Corp.	15,000	288,750.00
Phillip Morris, Inc.	9,000	500,625.00
Quality Food Centers, Inc.	9,000	222,750.00
Safeco Corporation	12,580	691,900.00
SCE Corp.	7,000	140,000.00
San Diego Gas & Electric	6,000	149,250.00
Southwestern Bell Corporation	7,500	311,250.00
Union Pacific	9,400	588,675.00
U S. West	8,000	367,000.00
Washington Federal Savings & Loan	20,962	547,632.25
Washington Mutual Savings Bank	23,250	560,906.25
Weyerhaeuser Co.	15,000	669,375.00
Mesa Offshore Trust	100,000	37,500.00
TOTAL STOCKS		\$ 11,518,414.51

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia, Inc.
The James F. Hodges Diocesan Investment Fund
Schedule of Investments

December 31, 1993

Schedule 2

	<u>Rate of Interest</u>	<u>Maturity</u>	<u>Face Value</u>	<u>Market Value</u>
Bonds, Notes and Other:				
Pacific Horizon Government Fund	Variable	n/a	1,004,244.76	\$ 1,004,244.76
Safeco Corporation	10.750	09-15-95	200,000	220,592.00
U.S. Treasury Notes	9.000	02-15-94	300,000	302,064.00
U.S. Treasury Notes	7.625	12-31-94	100,000	103,813.00
U.S. Treasury Notes	7.750	02-15-95	500,000	521,405.00
U.S. Treasury Notes	10.375	05-15-95	500,000	542,500.00
U.S. Treasury Notes	8.500	11-15-95	100,000	107,688.00
U.S. Treasury Notes	7.875	06-30-96	500,000	543,440.00
U.S. Treasury Notes	8.000	01-15-97	500,000	547,345.00
U.S. Treasury Notes	8.125	02-15-98	400,000	446,000.00
U.S. Treasury Notes	7.875	04-15-98	500,000	553,595.00
U.S. Treasury Notes	9.250	08-15-98	600,000	700,500.00
U.S. Treasury Notes	8.500	11-15-2000	175,000	204,477.00
U.S. Treasury Notes	8.000	05-15-01	200,000	228,688.00
U.S. Treasury Notes	7.500	05-15-02	200,000	223,688.00
U.S. Treasury Notes	6.250	02-15-03	650,000	671,125.00
Total Bonds, Notes and Other				<u>\$ 6,921,164.76</u>

The accompanying notes are an integral part of these financial statements.

Diocese of Olympia, Inc.
The James F. Hodges Diocesan Investment Fund
Notes to Financial Statement
December 31, 1994

NOTE 1 - GENERAL

The James F. Hodges Diocesan Investment Fund was organized in 1951 as a "mutual fund" for the endowments of the Diocese, its parishes, mission, and related institutions. The fund's current name was adopted in 1987.

The Fund balances the need for current income and growth in asset value to offset inflation by investing in a mixture of stocks and bonds. The securities are currently held in trust with Seattle First National Bank. Investment decisions are made by the Diocesan Investment Committee.

NOTE 2 - COMPONENT ORGANIZATION

The Diocese of Olympia, Inc. - James F. Hodges Diocesan Investment Fund, contains the endowment funds of the Diocese of Olympia, Inc. and its missions, parishes and institutions. The fund groupings known as Trust Funds and the Building Loan, Mission Development and Real Estate Fund are reported separately. The James F. Hodges Diocesan Investment Fund is not charged any of the common expenses incurred and paid from the Diocese of Olympia - Operating Fund (an unincorporated entity).

NOTE 3 - ACCOUNTING

The financial statements are prepared on a basis that is in accordance with accounting principles and reporting practices for Episcopal dioceses. These principles call for accrual basis full disclosure financial statements. Securities are valued at market value based on closing sales prices reported on recognized securities exchanges on the last business day of the year.

The fund distributes net investment income to shareholders quarterly, but net capital gains are reinvested. Shareholders may reinvest dividends, purchase or redeem shares on a quarterly basis only.

No provision is made for income taxes as the Diocese and all related institutions are exempt from taxation.

NOTE 4 - UNREALIZED APPRECIATION

Unrealized appreciation on securities held by Seattle First National Bank is as follows:

	1994	1993
Market Value, December 31	\$ 18,274,848.89	\$ 18,439,579.27
Cost, December 31	13,621,001.36	12,659,202.58
Net Unrealized Appreciation	<u>\$ 4,653,847.53</u>	<u>\$ 5,780,376.69</u>

NOTE 5 - SHAREHOLDERS

The fund acts as an open-end mutual fund with current year activity as follows:

	Number of Shares	Per Share Value
Shares outstanding 1-1-93	210,909.600	\$84.77
Shares purchased & dividends reinvested	18,945.332	
Shares redeemed	(10,630.241)	
Shares outstanding 12-31-93	219,224.691	\$85.32
Shares purchased & dividends reinvested	13,772.173	
Shares redeemed	(6,779.924)	
Shares outstanding 12-31-94	<u>226,216.940</u>	\$82.27

NOTES 6 - DIVESTITURE OF CERTAIN STOCKS

As decided by the Convention of the Diocese of Olympia, the James F. Hodges Diocesan Investment Fund has divested itself of all securities issued by companies that continued to do business in South Africa.

Vital Statistics - Data Year 1994

	Baptized Members Prior Dec. 31	Baptized Members Dec. 31	Communicants	Confirmed Comm. in Good Standing	Baptisms	
Parishes					Adults	Children
Aberdeen, St. Andrew's	277	286	197	197	0	4
Auburn, St. Matthew's	236	254	222	203	0	5
Bainbridge Isl, St. Barnabas	911	943	525	525	1	10
Bellevue, Resurrection	490	387	328	360	1	8
Bellevue, St. Margaret's	853	872	872	694	2	22
Bellingham, St. Paul's**	1,203	1,223	790	1,175	2	19
Bremerton, St. Paul's	517	316	283	231	1	13
Burien, St. Elizabeth's	280	329	283	284	2	23
Centralia, St. John's	138	126	123	103	0	2
Chehalis, Epiphany	107	115	93	93	0	3
Eastsound/Orcas, Emmanuel	177	185	123	84	1	2
Edmonds, St. Alban's	434	443	390	325	1	6
Everett, Trinity	736	739	669	551	0	12
Fed. Way, Good Shepherd	511	521	426	455	5	11
Freeland, St. Augustine's	200	184	154	134	1	2
Gig Harbor, St. John's	492	520	432	386	10	13
Issaquah, St. Michael's	313	347	250	211	1	8
Kenmore, Redeemer	587	584	450	229	3	2
Kent, St. James'	803	824	761	459	5	22
Kirkland, St. John's	889	917	649	394	4	15
Longview, St. Stephen's	659	579	475	313	3	14
Medina, St. Thomas	2,052	2,074	1,900	2,039	12	24
Mercer Island, Emmanuel	762	756	650	650	1	11
Mount Vernon, St. Paul's	256	229	182	136	0	4
Oak Harbor, St. Stephen's**	362	362	210	115	2	15
Olympia, St. John's	942	948	529	342	2	5
Port Angeles, St. Andrew's	439	432	352	352	1	4
Port Townsend, St. Paul's	278	290	196	177	0	7
Poulsbo, St. Charles'	392	279	308	204	1	4
Puyallup, Christ Church	538	558	474	474	4	12
Redmond, Holy Cross	622	666	411	350	1	15
Renton, St. Luke's	652	653	318	240	6	19
Seattle, Ascension	530	548	419	329	0	6
Seattle, Christ Church	330	356	340	340	1	8
Seattle, Epiphany	681	635	750	610	1	24
Seattle, St. Andrew's	496	515	450	291	0	13
Seattle, St. Clement's	183	201	192	136	1	3
Seattle, St. Dunstan's	458	479	363	217	0	23
Seattle, St. George's	154	147	189	87	1	2
Seattle, St. John the Baptist	515	517	400	254	1	7

Confirmations			Services of Holy Communion			Marriages	Burials	Other Serv.	Average Attend.	Pupils	
Adults	Child	Rec'd	Sun.	Wkdys.	Private				4 key Sun.	Church School	Day School
0	0	0	87	37	68	2	4	28	129	37	0
0	0	0	100	54	63	0	5	35	155	43	0
0	0	0	104	122	55	10	10	68	235	39	53
0	0	0	99	149	84	7	6	21	165	59	30
5	0	0	151	157	49	23	5	19	497	144	0
0	0	0	2	3	0	14	24	6	426	125	62
5	0	2	115	108	57	0	2	98	159	50	0
4	0	0	98	57	47	3	2	0	172	26	0
1	0	0	99	50	55	1	13	6	77	23	0
0	0	0	80	13	9	1	5	9	41	26	0
7	0	0	101	48	0	5	4	10	80	15	0
1	0	0	102	60	2	5	5	164	253	51	0
1	1	0	101	165	46	8	15	38	219	53	8
0	0	0	107	78	33	5	8	23	212	75	80
0	0	0	100	57	2	2	4	251	107	6	53
10	1	1	110	62	5	6	4	15	240	43	0
0	1	1	10	4	8	0	5	14	148	57	0
4	0	0	100	94	25	1	1	0	178	85	0
23	0	5	107	109	33	17	9	63	400	202	40
16	1	2	216	61	132	13	13	47	430	82	84
7	1	2	105	97	50	5	15	65	256	61	44
14	3	2	147	144	145	29	23	423	713	88	190
0	0	0	90	81	19	15	17	41	241	40	137
0	0	0	91	66	30	2	7	23	107	28	0
0	0	0	100	112	122	4	4	20	217	45	0
3	0	1	100	67	22	1	8	23	292	105	0
0	0	0	136	183	244	2	14	0	155	44	0
9	2	1	97	61	18	3	8	2	103	15	0
3	1	0	147	53	9	8	2	56	203	57	0
4	5	0	101	64	5	3	2	21	223	57	0
0	15	0	165	57	16	6	1	0	317	116	0
2	0	0	102	135	52	14	13	57	154	28	0
2	0	2	92	124	134	3	7	19	221	48	0
0	0	0	149	115	55	5	4	201	174	35	0
15	11	0	105	75	75	23	8	265	291	97	0
0	0	0	101	51	156	10	15	13	255	62	0
8	0	0	52	62	18	2	7	4	85	35	0
0	0	0	131	52	53	13	9	45	189	58	0
2	0	0	102	26	41	0	2	30	110	35	0
5	0	1	82	59	143	3	9	30	142	47	0

	Baptized Members Prior Dec. 31	Baptized Members Dec. 31	Communicants	Confirmed Comm. in Good Standing	Baptisms	
					Adults	Children
Parishes, continued						
Seattle, St. Luke's	405	347	251	200	3	3
Seattle, St. Mark's	1,613	1,708	0	0	13	36
Seattle, St. Paul's	413	402	226	227	0	4
Seattle, St. Peter's	189	158	89	84	0	1
Seattle, St. Stephen's	1,158	1,215	0	817	0	26
Seattle, Trinity	413	403	310	300	0	6
Sequim, St. Luke's	306	308	0	0	1	2
Shelton, St. David's	393	413	265	171	5	6
Snohomish, St. John's	316	333	247	176	0	17
Tacoma, Christ Church	660	660	350	430	0	8
Tacoma, St. Andrew's	355	388	312	312	1	8
Tacoma, St. Luke's	672	711	582	582	3	5
Tacoma, St. Mary's	544	579	530	389	5	15
Tacoma, St. Matthew's	287	285	260	204	0	7
Vancouver, St. Luke's	666	682	689	704	3	17
Vashon Isl., Holy Spirit	320	320	252	205	0	3
<i>Total Parishes:</i>	<u>30,165</u>	<u>30,251</u>	<u>21,491</u>	<u>19,550</u>	<u>112</u>	<u>586</u>

Missions

Allyn, St. Hugh's	67	81	70	52	0	4
Anacortes, Christ Church	151	151	154	160	2	1
Bainbridge Isl, Grace	116	122	49	33	0	0
Blaine, Christ Church	76	79	74	75	0	0
Camano Isl., St. Aidan's	171	190	165	167	2	3
Cathlamet, St. James'	-3	6	45	47	2	11
Darrington, Transfiguration	30	32	32	25	0	0
Des Moines, St. Columba's	226	250	250	175	0	7
Edmonds, St. Hilda/Patrick's	154	179	179	131	2	10
Elma, St. Luke's	35	35	27	26	0	0
Enumclaw, St. Catherine's	85	99	61	41	0	1
Friday Harbor, St. David's	152	154	0	54	0	4
Lacey, St. Benedict's	582	578	550	395	0	6
Lopez Island, Grace	66	66	66	66	0	0
Maple Valley, St. George's	29	24	24	24	0	0
Marysville, St. Philip's	160	166	97	80	0	1
Mill Creek, St. Francis'	261	270	261	146	1	8
Monroe, Our Saviour	98	113	99	114	2	6
Montesano, St. Mark's	40	37	20	15	0	0
Olympia, St. Christopher's	77	81	130	0	0	5
Port Orchard, St. Bede's	198	193	183	105	1	3
Redmond, Good Samaritan	22	37	218	57	1	6
Seattle, All Saints'	80	79	79	79	1	1

Confirmations			Services of Holy Communion			Marriages	Burials	Other Serv.	Average Attend. 4 key Sun.	Pupils	
Adults	Child	Rec'd	Sun.	Wkdys.	Private					Church School	Day School
0	0	0	103	115	128	7	7	60	178	28	0
27	0	0	206	208	76	30	21	110	1,453	177	30
0	0	0	110	369	89	1	7	626	162	28	0
0	0	0	52	15	8	3	9	5	55	6	0
3	4	0	137	139	38	8	8	38	400	109	0
2	0	0	108	182	35	13	15	110	208	13	0
5	0	5	102	58	48	4	4	6	165	27	1
20	2	2	120	25	22	4	11	27	111	43	0
0	0	0	100	53	64	6	4	11	147	63	0
0	0	0	98	119	96	4	13	12	209	70	0
1	2	0	83	6	46	3	9	40	168	41	0
0	0	0	91	56	8	7	13	51	200	61	87
5	0	0	106	83	52	3	9	38	298	68	0
2	0	0	101	95	57	5	3	6	142	73	0
16	4	1	155	68	88	7	17	22	201	66	0
0	0	0	127	65	17	0	6	17	99	35	0
232	54	28	5,983	4,828	3,052	379	475	3,432	12,967	3,250	899

0	0	0	68	3	4	3	1	14	69	7	0
0	0	0	110	9	10	1	1	5	98	14	0
0	0	0	52	2	2	0	0	2	23	16	0
0	0	0	52	31	18	2	0	252	46	18	0
0	0	0	105	58	8	1	5	42	96	24	0
0	0	0	51	15	4	2	5	10	25	17	0
0	1	0	51	1	0	0	0	0	23	7	0
0	0	0	95	45	8	0	2	0	111	56	0
8	1	2	103	13	8	3	1	74	128	69	0
0	0	0	40	1	0	1	2	12	18	8	0
0	0	0	59	35	2	0	2	0	48	14	0
0	0	0	45	14	0	2	2	13	57	12	0
0	0	0	113	82	37	5	12	30	219	65	0
0	0	0	45	9	9	1	2	0	50	5	0
0	0	0	47	5	4	0	0	7	36	4	0
9	2	0	51	10	19	2	6	5	72	22	0
3	4	1	104	63	30	3	3	21	147	75	0
3	0	0	52	19	1	2	0	3	43	19	0
0	0	0	30	1	0	0	3	0	17	3	0
0	0	0	52	6	0	0	1	8	81	42	0
0	1	0	90	58	29	6	1	6	127	37	0
0	0	0	56	97	11	0	0	0	144	136	0
0	0	0	100	42	12	1	2	0	46	0	0

	Baptized Members Prior Dec. 31	Baptized Members Dec. 31	Communicants	Confirmed Comm. in Good Standing	Baptisms Adults	Children
Missions, continued						
Seattle, Emmanuel	162	158	28	15	0	0
Seattle, Holy Apostles	-23	-21	28	20	0	1
Seattle, St. David's	173	169	33	36	0	0
Seaview, St. Peter's	103	84	61	53	1	1
Sedro Woolley, St. James'	134	178	141	162	0	1
Silverdale, St. Antony's	147	110	93	85	1	6
Snoqualmie, St. Clare's**	61	65	43	25	0	0
South Bend, St. John's	52	53	0	60	2	0
Tacoma, All Saints'	160	123	82	82	1	3
Tacoma, Holy Family**	100	100	0	37	0	0
Tacoma, St. Joseph/John's	160	141	140	113	0	0
Tahuya, St. Nicholas'	34	42	43	32	0	1
Vancouver, All Saints'	251	225	180	100	0	2
Vancouver, Good Shepherd	674	674	674	299	2	17
Washougal, St. Anne's	67	81	0	45	0	1
Westport, St. Christopher's	46	64	60	32	0	3
<i>Total Missions:</i>	5,174	5,268	4,439	3,263	21	113
Grand Total:	35,339	35,519	25,930	22,813	133	699

Financial Statistics - Data Year 1994

REVENUES

	Pledging Units	Pledged for Next Year	Plate and Pledge	Total Operating Revenues	Total Non- Operating Revenues	Total Revenues
Parishes						
Aberdeen, St. Andrew's	57	65,300	75,688	94,668	54,470	149,138
Auburn, St. Matthew's	66	91,720	101,271	103,679	22,397	126,076
Bainbridge Isl, St. Barnabas	176	196,322	204,821	228,751	33,722	262,473
Bellevue, Resurrection	82	166,630	195,767	201,509	18,836	220,345
Bellevue, St. Margaret's	0	0	391,128	405,693	30,853	436,546
Bellingham, St. Paul's**	255	242,200	291,353	298,696	37,713	336,409
Bremerton, St. Paul's	125	163,500	156,592	200,284	5,264	205,548
Burien, St. Elizabeth's	118	126,871	118,070	127,563	4,861	132,424
Centralia, St. John's	52	45,095	51,957	68,350	8,921	77,271
Chehalis, Epiphany	18	27,780	31,371	86,600	21,793	108,393
Eastsound/Orcas, Emmanuel	81	93,731	89,450	118,082	13,815	131,897
Edmonds, St. Alban's	120	140,000	146,058	159,587	905	160,492
Everett, Trinity	160	201,400	226,231	227,408	0	227,408
Fed Way, Good Shepherd	104	187,900	184,911	210,702	24,169	234,871
Freeland, St. Augustine's	73	102,000	117,397	121,426	5,695	127,121

Confirmations			Services of Holy Communion			Marriages	Burials	Other Serv.	Average Attend. 4 key Sun.	Pupils	
Adults	Child	Rec'd	Sun.	Wkdys.	Private					Church School	Day School
0	0	0	48	1	0	0	0	0	38	10	0
0	0	0	52	1	1	0	0	27	24	0	0
0	0	0	60	20	0	0	0	0	27	0	0
0	0	0	49	57	11	0	5	26	39	4	0
0	0	0	100	5	6	0	3	7	68	33	0
0	0	0	103	47	3	0	0	10	88	26	0
1	0	0	52	7	6	1	0	2	31	17	0
2	0	0	40	4	1	1	3	13	23	10	0
0	0	0	94	9	71	2	1	31	79	5	0
0	0	0	20	1	0	2	1	30	102	73	0
0	0	0	102	60	9	3	8	6	82	15	0
0	0	0	32	3	7	2	2	64	38	6	0
5	1	2	100	15	13	2	1	0	97	20	0
0	0	0	154	151	26	6	15	31	357	183	0
0	0	0	49	2	5	1	1	8	37	11	0
1	0	0	45	2	0	3	3	9	39	17	0
32	10	5	2,671	1,004	375	58	94	768	2,893	1,100	0
264	64	33	8,654	5,832	3,427	437	569	4,200	15,860	4,350	899

EXPENDITURES

Operating Expenses	Total Work Within Congregation	To Diocese & Gen. Church	Outreach	Total Work Outside Congregation	Total Exp. Operating Accounts	Net Disposable Budget Income
80,531	80,531	18,132	300	72,902	153,433	94,668
69,922	69,922	19,992	1,374	33,046	102,968	103,679
199,019	224,107	45,122	9,340	54,462	278,569	228,751
137,935	149,715	41,664	3,496	46,881	196,596	201,509
324,451	361,401	63,672	10,399	76,005	437,406	405,693
209,661	238,213	31,476	16,031	55,352	293,565	298,696
167,960	167,960	33,975	5,949	39,924	207,884	200,284
124,147	124,147	22,404	4,861	27,265	151,412	127,563
65,336	65,336	5,610	6,586	12,392	77,728	55,850
82,187	89,218	14,268	2,951	21,460	110,678	86,600
86,103	107,813	21,684	1,000	22,912	130,725	116,927
128,191	128,191	28,932	986	29,918	158,109	159,587
176,696	176,696	56,460	0	56,460	233,156	227,408
178,138	178,138	33,260	3,679	48,386	226,524	210,702
95,161	99,313	22,368	28,813	55,709	155,022	121,426

REVENUES

	Pledging Units	Pledged for Next Year	Plate and Pledge	Total Operating Revenues	Total Non- Operating Revenues	Total Revenues
Parishes, continued						
Gig Harbor, St. John's	120	142,952	153,044	153,712	39,544	193,256
Issaquah, St. Michael's	92	90,000	95,402	110,035	8,438	118,473
Kenmore, Redeemer	0	0	133,375	139,197	0	139,197
Kent, St. James'	192	241,000	241,800	313,495	0	313,495
Kirkland, St. John's	211	281,801	288,852	288,852	14,218	303,070
Longview, St. Stephen's	134	221,199	216,800	236,474	93,756	330,230
Medina, St. Thomas'	938	538,700	638,891	651,805	187,288	839,093
Mercer Island, Emmanuel	227	292,749	306,899	335,260	92,743	428,003
Mount Vernon, St. Paul's	88	98,522	96,477	112,445	12,320	124,765
Oak Harbor, St. Stephen's**	89	157,832	171,896	175,173	23,381	198,554
Olympia, St. John's	233	253,796	269,865	279,600	60,993	340,593
Port Angeles, St. Andrew's	131	113,000	107,527	123,434	900	124,334
Port Townsend, St. Paul's	82	87,879	97,138	99,372	1,100	100,472
Poulsbo, St. Charles'	98	131,152	134,202	142,326	312	142,638
Puyallup, Christ Church	120	138,585	158,734	169,526	7,334	176,860
Redmond, Holy Cross	154	206,315	168,064	172,397	31,664	204,061
Renton, St. Luke's	94	85,000	108,723	117,790	7,856	125,646
Seattle, Ascension	171	176,981	188,579	224,368	11,729	236,097
Seattle, Christ Church	127	150,050	159,496	182,685	-5,371	177,314
Seattle, Epiphany	273	329,521	415,999	488,962	54,609	543,571
Seattle, St. Andrew's	168	195,036	189,603	216,737	94,973	311,710
Seattle, St. Clement's	60	84,800	81,794	92,081	11,589	103,670
Seattle, St. Dunstan's	160	142,285	154,662	169,949	52,509	222,458
Seattle, St. George's	51	78,000	87,144	88,908	38,008	126,916
Seattle, St. John the Baptist	128	98,406	116,423	140,822	1,350	142,172
Seattle, St. Luke's	169	0	308,877	309,361	11,711	321,072
Seattle, St. Mark's Cathedral	456	521,387	608,828	964,473	281,840	1,246,313
Seattle, St. Paul's	102	169,995	181,898	204,545	21,406	225,951
Seattle, St. Peter's	32	26,000	42,083	47,542	20,769	68,311
Seattle, St. Stephen's	375	434,383	459,350	480,027	167,748	647,775
Seattle, Trinity Church	94	105,446	135,849	328,829	102,984	431,813
Seqium, St. Luke's	117	130,995	145,075	145,370	106,787	252,157
Shelton, St. David's	59	88,300	97,283	100,578	9,623	110,201
Snohomish, St. John's	77	119,961	116,378	132,282	7,074	139,356
Tacoma, Christ	120	147,000	156,500	178,171	1,967	180,138
Tacoma, St. Andrew's	89	122,500	131,833	137,114	18,174	155,288
Tacoma, St. Luke's	153	172,876	154,068	177,483	2,053	179,536
Tacoma, St. Mary's	0	320,000	330,098	338,500	20,206	358,706
Tacoma, St. Matthew's	71	141,904	135,833	137,303	156,655	293,958
Vancouver, St. Luke's	140	140,000	127,270	151,054	146,770	297,824
Vashon Isl., Holy Spirit	53	83,274	86,649	89,783	16,143	105,926
<i>Total Parishes:</i>	<i>7,735</i>	<i>8,910,031</i>	<i>10,381,326</i>	<i>11,800,818</i>	<i>2,216,567</i>	<i>14,017,385</i>

EXPENDITURES

Operating Expenses	Total Work Within Congregation	To Diocese & Gen. Church	Outreach	Total Work Outside Congregation	Total Exp. Operating Accounts	Net Disposable Budget Income
133,733	157,790	27,264	6,669	36,864	194,654	153,712
76,914	77,628	26,424	532	27,258	104,886	96,018
107,447	107,447	28,872	2,726	31,931	139,378	139,197
316,333	316,333	51,600	21,275	72,875	389,208	313,495
211,111	220,507	50,820	7,633	61,926	282,433	288,852
185,140	272,140	45,636	13,227	60,250	332,390	236,474
509,164	530,977	136,200	27,000	458,062	989,039	651,805
237,872	237,872	77,959	61,437	140,915	378,787	335,260
88,583	88,583	21,990	5,831	36,620	125,203	107,445
152,108	152,108	28,788	16,823	46,664	198,772	175,173
214,988	272,395	58,521	14,067	97,221	369,616	279,600
110,024	110,024	24,288	2,725	27,487	137,511	123,434
80,430	80,430	19,284	1,400	21,452	101,882	99,372
105,752	105,752	19,416	9,428	29,823	135,575	142,326
143,296	143,296	22,440	875	25,760	169,056	167,678
127,584	141,937	30,048	6,831	38,769	180,706	172,397
112,388	127,089	27,888	2,964	34,352	161,441	111,883
149,291	193,498	45,852	14,692	66,891	260,389	223,409
178,005	188,278	38,944	4,110	43,054	231,332	182,685
385,263	385,263	93,268	5,043	107,959	493,222	488,962
173,773	232,481	45,264	3,870	54,821	287,302	216,737
66,502	75,523	15,444	8,163	25,122	100,645	91,494
124,352	127,074	35,436	1,351	37,988	165,062	169,949
76,690	111,222	11,117	1,252	15,537	126,759	88,908
121,500	121,500	30,240	3,100	34,690	156,190	140,822
236,022	236,022	47,863	29,161	85,428	321,450	309,361
773,150	779,999	145,467	26,306	265,762	1,045,761	899,417
170,024	170,024	37,682	4,670	42,352	212,376	204,545
41,628	41,628	11,868	19,588	32,637	74,265	47,542
386,351	993,153	99,559	14,757	114,316	1,107,469	480,027
237,068	249,678	60,660	4,948	69,916	319,594	328,829
116,882	164,717	24,408	2,540	31,026	195,743	145,370
102,181	102,181	12,248	6,097	18,577	120,758	100,578
103,624	103,624	28,284	864	29,412	133,036	132,282
170,739	202,533	22,903	3,905	26,808	229,341	178,171
77,615	77,615	27,192	14,920	44,908	122,523	137,114
130,985	138,203	35,506	4,080	41,314	179,517	177,483
237,498	238,593	51,292	39,418	92,935	331,528	338,500
98,764	152,959	22,884	9,731	32,615	185,574	137,303
120,149	131,390	30,896	7,073	39,598	170,988	151,054
83,723	90,670	4,035	650	5,314	95,984	88,934
<u>9,400,084</u>	<u>10,710,837</u>	<u>2,134,769</u>	<u>527,497</u>	<u>3,260,283</u>	<u>13,971,120</u>	<u>11,692,940</u>

REVENUES

	Pledging Units	Pledged for Next Year	Plate and Pledge	Total Operating Revenues	Total Non- Operating Revenues	Total Revenues
Missions						
Allyn, St. Hugh's	40	58,784	41,033	47,737	17,604	65,341
Anacortes, Christ Church	47	53,674	63,926	85,506	7,950	93,456
Bainbridge Isl., Grace	14	17,200	16,520	28,202	612	28,814
Blaine, Christ Church	29	24,362	33,979	37,412	876	38,288
Camano Isl., St. Aidan's	48	62,473	66,075	93,872	0	93,872
Cathlamet, St. James'	0	0	7,893	14,238	1,140	15,378
Darrington, Transfiguration	12	6,000	6,327	9,701	6,043	15,744
Des Moines, St. Columba's	72	84,481	78,733	101,298	39,878	141,176
Edmonds, St. Hilda/Patrick's	74	72,658	69,436	91,751	8,674	100,425
Elma, St. Luke's	12	11,200	11,163	12,655	42	12,697
Enumclaw, St. Catherine's	26	21,000	29,454	59,752	3,990	63,742
Friday Harbor, St. David's	53	71,943	50,452	62,470	2,585	65,055
Lacey, St. Benedict's	143	150,840	156,866	172,563	26,575	199,138
Lopez Island, Grace	44	33,933	37,170	44,614	54,744	99,358
Maple Valley, St. George's	11	12,109	14,981	21,095	555	21,650
Marysville, St. Philip's	41	58,000	56,719	85,329	24,848	110,177
Mill Creek, St. Francis'	63	110,000	120,378	120,478	0	120,478
Monroe, Our Saviour	39	51,596	41,054	54,124	11,286	65,410
Montesano, St. Mark's	7	3,810	5,757	12,775	0	12,775
Olympia, St. Christopher's	40	31,438	22,997	25,905	6,260	32,165
Port Orchard, St. Bede's	45	50,424	52,971	56,505	16,136	72,641
Redmond, Good Samaritan	66	82,022	70,978	80,227	0	80,227
Seattle, All Saints'	31	28,616	30,828	31,833	0	31,833
Seattle, Emmanuel	11	32,660	32,448	44,296	0	44,296
Seattle, Holy Apostles	15	11,210	7,957	41,521	7,649	49,170
Seattle, St. David's	21	19,952	21,512	34,638	1,175	35,813
Seaview, St. Peter's	28	27,945	32,370	88,525	2,551	91,076
Sedro Woolley, St. James'	43	51,077	50,313	61,995	16,383	78,378
Silverdale, St. Antony's	46	67,282	70,076	84,964	4,100	89,064
Snoqualmie, St. Clare's**	15	16,206	21,925	41,871	363	42,234
South Bend, St. John's	13	9,000	11,499	14,106	4,366	18,472
Tacoma, All Saints'	53	45,000	56,037	67,140	343	67,483
Tacoma, Holy Family**	1	1,040	2,138	27,579	132	27,711
Tacoma, St. Joseph/John's	52	71,456	71,659	80,352	6,196	86,548
Tahuya, St. Nicholas'	23	14,000	17,758	22,529	4,964	27,493
Vancouver, All Saints'	43	60,345	70,010	85,130	12,509	97,639
Vancouver, Good Shepherd	166	308,736	340,633	354,547	141,941	496,488
Washougal, St. Anne's	21	25,110	32,657	49,272	11,530	60,802
Westport, St. Christopher's	13	7,600	8,367	9,417	10,100	19,517
<i>Total Missions:</i>	<i>1,521</i>	<i>1,865,182</i>	<i>1,933,049</i>	<i>2,457,924</i>	<i>454,100</i>	<i>2,912,024</i>
Grand Total:	9,256	10,775,213	12,314,375	14,258,742	2,670,667	16,929,409

EXPENDITURES

Operating Expenses	Total Work Within Congregation	To Diocese & Gen. Church	Outreach	Total Work Outside Congregation	Total Exp. Operating Accounts	Net Disposable Budget Income
41,102	42,832	6,840	198	7,038	49,870	42,913
66,831	70,160	10,702	6,076	17,461	87,621	78,883
21,369	21,369	4,896	1,620	6,696	28,065	18,203
37,746	37,746	0	0	121	37,867	37,412
68,339	68,339	15,492	0	15,492	83,831	79,024
12,568	12,568	350	1,401	1,880	14,448	13,390
6,976	12,004	1,548	1,610	3,788	15,792	6,701
83,462	104,116	17,988	296	18,553	122,669	84,248
81,123	81,123	19,027	927	20,951	102,074	72,757
5,708	5,708	3,448	533	4,094	9,802	12,655
45,776	46,676	6,924	1,120	8,044	54,720	33,864
43,974	44,577	11,850	298	13,633	58,210	54,370
129,668	132,347	20,808	9,765	30,991	163,338	167,978
33,882	33,882	4,519	4,213	8,732	42,614	41,797
17,111	17,572	4,416	200	4,841	22,413	15,247
68,205	68,205	16,350	7,038	32,217	100,422	74,029
92,948	92,948	25,560	4,044	29,604	122,552	120,478
40,658	46,374	9,504	5,071	15,387	61,761	43,774
5,936	10,683	3,384	0	3,384	14,067	12,775
24,513	33,438	2,820	987	4,407	37,845	25,905
44,886	63,534	10,800	736	13,015	76,549	54,005
35,775	35,775	7,673	1,176	8,897	44,672	80,227
24,438	24,438	4,038	500	4,538	28,976	31,833
22,554	24,054	11,679	3,429	15,108	39,162	34,297
35,445	35,445	2,000	542	10,328	45,773	18,522
20,739	20,739	8,892	579	9,471	30,210	26,635
68,866	68,866	16,153	848	18,704	87,570	88,525
58,666	60,226	9,348	0	19,986	80,212	51,996
61,689	61,689	16,049	1,123	18,032	79,721	72,131
33,307	34,084	2,338	2,072	4,820	38,904	25,871
8,740	8,740	3,084	952	4,466	13,206	14,106
55,939	56,315	15,360	0	15,703	72,018	60,141
23,201	23,672	600	676	1,276	24,948	17,579
65,259	67,448	14,772	1,145	18,729	86,177	73,852
14,980	20,579	6,811	2,527	9,338	29,917	22,529
83,204	83,204	14,880	0	16,266	99,470	70,130
228,841	269,787	49,308	35,452	226,701	496,488	354,547
39,099	42,912	9,410	0	10,192	53,104	38,273
8,591	8,741	2,328	0	2,928	11,669	9,417
<u>1,862,114</u>	<u>1,992,915</u>	<u>391,949</u>	<u>97,154</u>	<u>675,812</u>	<u>2,668,727</u>	<u>2,181,019</u>
<u>11,262,198</u>	<u>12,703,752</u>	<u>2,526,718</u>	<u>624,651</u>	<u>3,936,095</u>	<u>16,639,847</u>	<u>13,873,959</u>

GTU Library



3 2400 00378 5312

DATE DUE

JUN 1 1997	

BRODART, CO.

Cat. No. 23-221-003

GTU Library

2400 Ridge Road

Berkeley, CA 94709

For renewals call (510) 649-2500

All items are subject to recall

DIOCESE OF OLYMPIA
151 TENTH AVENUE EAST
P.O. BOX 12126
SEATTLE, WA 98102-0126

NON-PROFIT ORG.
U.S. POSTAGE
PAID
SEATTLE, WASH
PERMIT NO. 9608

S-
Graduate Theological Union
Library-Acquisitions Dept.
2400 Ridge Road
Berkeley, CA 94709